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ABSTRACT

This report presents national survey data on approximately 2.8 million staff employed at 8,598 postsecondary institutions in fall 1995 from Integrated Postsecondary Education Data System. The information is presented in tables, with some narrative. Survey findings are summarized in three chapters: an overview of postsecondary education staff, including data on all institutions and on the subset of 3,716 institutions classified as higher education institutions (IHEs); faculty growth, racial/ethnic and gender distribution, tenure, rank, and salaries in IHEs; and newly hired staff in IHEs. Where possible, comparisons are made with earlier data. Appended materials include detailed statistical tabulations for all institutions and for IHEs, technical notes on study methodology, a glossary of major terms and classification categories used in the survey and report, additional related tables, and a copy of the survey questionnaire. (MSE)

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E.D. Tabs

March 1998

Fall Staff in Postsecondary Institutions, 1995

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E.D. Tabs March 1998

Fall Staff in Postsecondary Institutions, 1995

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HIGHLIGHTS

Chapter 1. Overview of Staff in Postsecondary and Higher Education Institutions

Staff in All Postsecondary Institutions (8,598 institutions)

- There were about 2.8 million staff employed in postsecondary institutions in 1995 (table 1-1), about 2.4 percent of the total U.S. nonfarm establishments payroll (figure 1-1).
- Growth in postsecondary staff was 2.5 percent from 1991 to 1993 and 1.6 percent from 1993 to 1995 (figure 1-2).
- Overall, three-fourths of staff were employed in 4-year institutions. About 68 percent of staff were employed in public institutions (figure 1-7).
- In 1995, faculty composed 36 percent of postsecondary staff (figure 1-8). The proportion of staff who were faculty was higher in 2-year institutions than 4-year institutions (figure 1-9).

Staff in Institutions of Higher Education (IHE, 3,792 institutions)

- About 95 percent of the postsecondary staff were employed in institutions of higher education, a subset of all postsecondary institutions (figure 1-3 and table 1-1).
- From 1991 to 1995, full-time staff decreased by 1 percent while part-time staff increased by 18 percent (figure 1-3).
- Part-time employment of staff was higher in 2-year institutions than in 4-year institutions and was higher in public institutions than in private institutions (figure 1-4).
- Growth in IHE staff kept pace with overall employment growth and exceeded growth in student enrollments from 1991 to 1995 (figure 1-5).
- The number of full-time-equivalent (FTE) students to FTE staff has been declining since 1976. This decline has been reflected in most professional positions, including faculty (table 1-2).
- Professional staff grew by 9 percent from 1991 to 1995 (figure 1-10), with the largest increase occurring in faculty positions (figure 1-11).
- The number of nonprofessional staff decreased by about 3 percent from 1991 to 1995 (figure 1-10).
- Among professional occupations, part-time staff increased by 20 percent and full-time staff increased by 3 percent from 1991 to 1995 (table 1-3).
- From 1991 to 1995, the growth in professional employment for women continued to increase and surpassed job growth for men in all areas, except other professional support/services (table 1-3).
- From 1993 to 1995, women gained an additional 7 percent of all faculty positions, reaching 40 percent in 1995 (table 1-3).

- Minorities were underrepresented in professional occupations and overrepresented in nonprofessional occupations relative to their representation in the total population, labor force, and IHE staff. For example, 31 percent of service maintenance positions and 5 percent of faculty positions were held by blacks; at the same time, blacks composed 11 percent of the U.S. population and labor force and 12 percent of total IHE staff (table 1-4).
- Executive/administrative/managerial full-time staff and faculty had the highest median earnings of all full-time staff in IHEs in 1995 (table 1-7).
- Among full-time faculty having 9- to 10-month contracts, whites earned 91 percent as much as Asians and Pacific Islanders, Hispanics earned 87 percent as much, and blacks and American Indians and Alaska Natives earned 83 percent as much (figure 1-14).
- The 1995 median earnings of full-time faculty in private institutions were 96 percent of those in public institutions (figure 1-16).
- In 1995, women employed full-time in other professional support/services earned 93 percent as much as men in comparable positions, and women faculty with 9- to 10-month contracts earned 81 percent as much as men faculty (table 1-7).
- Women full-time faculty earned 89 percent as much as men faculty in 2-year institutions and 79 percent as much in 4-year institutions (figure 1-15).

Chapter 2: Faculty Growth, Distribution, Rank, and Tenure in Institutions of Higher Education

- From 1991 to 1995, the proportion of faculty employed in 2-year institutions grew from 28 percent to 31 percent (figure 2-1).
- From 1991 to 1995, growth in full-time and part-time faculty positions held by women exhibited steady growth, while the growth in faculty positions for men slowed and even declined in full-time positions (figure 2-4).
- In 1995, women composed larger shares of part-time faculty than full-time faculty in both public and private institutions (figure 2-6).
- From 1993 to 1995, all minority groups either experienced an increase in their percentage of full-time faculty positions or retained a constant share of such full-time positions. Asians and Pacific Islanders had the biggest percentage gains, increasing 9 percent (table 2-2).
- Since the mid-1970s, the percentage of minority full-time faculty has increased but has not kept pace with increases in the percentage of minority undergraduate enrollment (table 2-3).
- About one-half of full-time faculty were tenured in 1995, about the same percentage as in the mid-1970s. Since the mid-1970s, however, there has been an increase in the percentage of full-time faculty that are not on a tenure track (table 2-4).
- In 1995, white, full-time faculty were more likely to be tenured than minorities, and men were more likely to be tenured than women (figure 2-7).
- A smaller percentage of full-time women faculty held the rank of full professor than of full-time men faculty in 1995 (figure 2-8).

- The majority of blacks, Hispanics, and American Indians and Alaskan Natives employed in institutions of higher education held assistant professor and lecturer/instructor/other faculty positions, while white and Asian and Pacific Islander were more evenly divided between high and low ranked faculty positions (table 2-5).

Chapter 3: New Hires in Institutions of Higher Education

- The number of new full-time hires has been declining since the mid-1970s, reaching 91,876 in 1995 (figure 3-1).
- The overall distribution of new hires by primary occupation has changed substantially since 1977. The percentage of new hires in executive/administrative/managerial, faculty, and professional (support/service) positions increased from 1977 to 1995, while technical/paraprofessional, clerical/secretarial, skilled crafts, and service/maintenance new hires declined (figure 3-1).
- The number of new hires declined by 31 percent from 1977 to 1995 and by 8 percent from 1993 to 1995. From 1993 to 1995, the number of new hires declined for every primary occupation; most notable was the decrease of almost 4,000 new faculty hires (figure 3-2).
- In 1995, minorities represented a greater proportion of new faculty hires than of existing full-time faculty (figure 3-4).
- While the proportion of minority newly hired full-time faculty grew in 1995, the overall number of minority newly hired full-time faculty decreased. Looking at individual racial/ethnic groups, however, shows that the number of Asian and Pacific Islander and American Indian and Alaskan Native new hires increased from 1993 to 1995 (table 3-1).
- New hires in 1995 were less likely than existing full-time faculty to be on a tenure track (5 percent compared with 52 percent; figure 3-5).
- In 1995, newly hired faculty of both sexes were tenured, on a tenure track but not tenured, and not on a tenure track, not tenured at about the same rates (figure 3-5).

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Fall Staff in Postsecondary Institutions, 1995

Introduction

IN the fall of 1995, about 2.8 million persons, some 2.2 percent of the U.S. labor force, were employed by postsecondary institutions in the United States. Just over one-half were women, but the distribution by occupation varied substantially by sex and employment status. Sixty-seven percent of the total postsecondary employees were full time and 33 percent were part time. One-third (36 percent) were faculty members, and over one-half were classified as professional employees. This report presents detailed tabulations for 1995 and historical comparisons with previous years for staff employed by postsecondary institutions in the United States. The data are from the Fall Staff survey, a part of the Integrated Postsecondary Education Data System (IPEDS) of the U.S. Department of Education's National Center for Education Statistics (NCES).

Institutions and Information Covered by the Report

Data are presented for both the total postsecondary institutions and for the subset that are classified as institutions of higher education (IHEs). In 1995, there were some 8,598 postsecondary institutions in the 50 states and the District of Columbia that participated in the IPEDS Staff survey. Of these, 3,716 could be considered "institutions of higher education." Although over one-half of the total postsecondary institutions are non-IHEs, over 95 percent of total postsecondary staff are employed in IHEs. Additional data on staff in IHEs are available over a long period of time, so this information can provide insights into the trends and distribution of higher education staff. In this report, all tables and graphs are labeled to indicate whether the information is for all postsecondary institutions or for IHEs alone. In most cases, data prior to 1987 are available only for IHEs.

All postsecondary staff. The following information on staff in all postsecondary institutions is covered in this report.

- Employment status;
- Primary occupation; and
- Sex of employees.

Institutions of Higher Education. Additional information is reported for the 3,792 institutions of higher education including the following:

- Median full-time staff salary by primary occupation and by sex and race/ethnicity;
- Tenure status and rank of full-time faculty by sex and race/ethnicity; and
- Full-time new hires by primary occupation and by sex and race/ethnicity.

Past and Related Surveys

The Fall Staff survey is one of the eight components of the IPEDS. The IPEDS Staff survey covers those postsecondary institutions that are eligible for Title IV financial aid. IPEDS was begun in 1986. Prior to that time, similar data were collected for higher education through the Higher Education General Information Survey (HEGIS), which began in 1966. HEGIS, however, covered only those institutions accredited at the college level by an agency recognized by the Secretary of the U.S. Department of Education.

The Equal Employment Opportunity Commission (EEOC) collected data from 1976 to 1991 on staff through its Higher Education Staff Information (EEO-6) report from all postsecondary institutions within their mandate, that is, institutions that had 15 or more full-time employees. NCES, through the IPEDS system, collected staff data from all other postsecondary institutions, including all 2- and 4-year higher education institutions with fewer than 15 full-time employees, and a sample of less-than-2-year schools. NCES and EEOC collected staff data biennially in odd numbered years. The IPEDS files from 1987 to 1991 combine data from the EEO-6 and the IPEDS staff survey to create the IPEDS Fall Staff data file.

Beginning in 1993, all schools formerly surveyed by EEOC were surveyed by NCES. Additionally, all less-than-2-year schools eligible for participation in the Title IV federal financial aid program were included in the data collection.

Additional data on full-time instructional faculty in IHEs are available through the IPEDS Faculty Salaries, Tenure, and Fringe Benefits survey. This survey has been conducted for most years since 1966, initially through HEGIS and then through IPEDS. NCES also sponsors the National Study of Postsecondary Faculty (NSOPF), a nationally representative sample survey that provides detailed information on higher education faculty. NSOPF surveys have been conducted in 1988 and 1993. Historical data on faculty in institutions of higher education prior to 1975 are also available, and they have been summarized in the *Digest of Education Statistics* published annually by NCES. Detailed statistics from the 1991 and 1993 "Fall Staff" survey are available in the *Fall Staff in Postsecondary Institutions, 1991 and 1993* reports published by NCES.

1995 Methodology

The IPEDS Fall Staff questionnaires were mailed out in July 1995. Institutions were asked to report their employment statistics for the pay period closest to October 1, 1995. Postsecondary education institutions completed either the Fall Staff survey (IPEDS-S) or the "Consolidated" survey (IPEDS-CN). The IPEDS-S survey form collected data on the race/ethnicity and sex of staff from all higher education institutions and all other schools offering a baccalaureate or higher degree. The IPEDS-CN survey was completed by all postsecondary institutions that were not sent the Fall Staff survey. For institutions in the 50 states and District of Columbia, the response rate was approximately 87 percent for the total postsecondary institutions and nearly 94 percent for IHEs. Data were imputed for missing schools and for schools that had missing individual items. (See technical notes in appendix C for a detailed description of study methodology.)

Classifications Used in This Report

Data included in this report are presented first according to whether they are for all postsecondary institutions or limited to institutions of higher education. This distinction is discussed above and summarized in appendix table C-2. Data are presented by the following categories:

- Level of institution (4-year, 2-year, and less-than-2-year);
- Control of institution (public; private, nonprofit; and private, for-profit);
- Employment status (full or part time);
- Race/ethnicity and sex;
- Primary occupation;
  - Professional staff, including executive/administrative/managerial, faculty (instruction/research/public service) instructional and research assistants, and other professional (support/service)
  - Nonprofessional staff, including technical and paraprofessional, clerical and secretarial, skilled crafts, and service/maintenance)
- Faculty tenure status (tenured, nontenured on tenure track, and nontenured not on tenure track);
- Faculty rank (professor, associate professor, assistant professor, instructor, lecturer, and other faculty); and
- New hires (those staff appearing on the payroll for the first time between July 1 and September 30 of the survey year and who were included in the counts of fall totals).

Structure of the Report

The report presents the summary of findings in three major chapters: (1) overview of postsecondary education staff, (2) faculty growth, distribution, tenure, and rank in institutions of higher education, and (3) newly hired staff in institutions of higher education. The first part of chapter 1 includes data for all postsecondary institutions and separate data for institutions of higher education, while the latter part of the chapter only discusses institutions of higher education. Chapters 2 and 3 focus exclusively on institutions of higher education. Where possible, comparisons are made to earlier NCES and EEO-6 data. Generally, the period 1975-77 is used for comparison purposes depending on the quality of the data.

Detailed statistical tables are presented at the end of the report. Appendix A includes tables for all postsecondary institutions, and Appendix B provides tabulations for IHEs. Appendix C provides technical notes on study methodology, Appendix D provides a glossary of major terms and classification categories used in the survey and this report, and Appendix E presents additional related tables. Appendix F is a copy of the survey questionnaire.

For ease of reading, those staff labeled in the tables and figures as white, non-Hispanic, and black, non-Hispanic are referred to simply as whites and blacks, respectively, in the text portion of the report. Throughout the report, "staff" and "employee" are used interchangeably. Nonresident aliens are classified as a race in the reports. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

Note on Historical Comparisons

In utilizing the historical data some caution must be exercised. First, there have been some changes in actual numbers in the universe of postsecondary and higher education institutions. Second, the EEO-6 data were not imputed and may not have been as inclusive of the small institutions as were the 1991, 1993 and 1995 IPEDS surveys. This is reflected in the number of institutions reporting: 3,031 in 1977 and 3,792 in 1995. The surveys also have changed over time and this will contribute to comparability issues. Earlier surveys did not include the categories "nonresident alien" or "race/ethnicity unknown."

It should also be noted that data from 1975-77 were drawn from two different primary sources, the HEGIS Staff Survey 1976 and the EEO-6 surveys, which were conducted in odd years (1975 and 1977).

Changes From the 1993 Report

In the 1995 IPEDS-S form, the salary class intervals were revised upwards for all job categories. These changes may have an impact on the calculation of and comparison of median salaries between 1993 and 1995. In 1993 and 1995, "non-resident alien" was included as a racial/ethnic category, and institutions were allowed to report on staff whose race/ethnicity was unknown. These categories were not available for earlier years.

In the 1995 IPEDS-CN, staff were categorized as "clerical and secretarial," "skilled crafts," and "service/maintenance," whereas in the 1993 IPEDS-CN these staff comprised the "other employees" category. In reports where these years are compared, the other employee data were assigned to the new categories based upon the distribution of staff in these categories in the 1995 IPEDS-CN survey data.

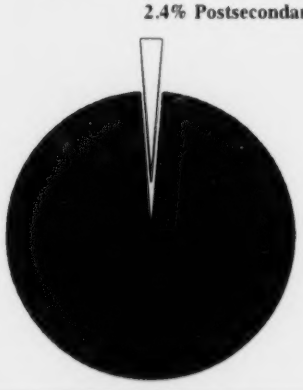
Summary of Findings

1. Overview of Staff in Postsecondary and Higher Education Institutions

In 1995, of the 2.8 million staff employed in postsecondary institutions, 2.7 million were employed in institutions of higher education (IHEs). Postsecondary staff accounted for about 2.4 percent of the total U.S. nonfarm establishments payroll (figure 1-1).[1] Since 1989, the number of postsecondary staff has grown by 6.3 percent, nearly identical to the nation's employment growth. However, while the nation's overall employment growth has been increasing steadily since 1989, reaching 5.8 percent growth from 1993 to 1995, growth in the number of postsecondary staff slowed between 1993 and 1995 (figure 1-2). Between 1989 and 1991, the total postsecondary staff rose by about 56,000 or 2.1 percent. From 1991 to 1993, it increased an additional 65,000 or 2.5 percent. However, from 1993 to 1995, postsecondary staff increased by only 43,000 or 1.6 percent.

From 1993 to 1995, the number postsecondary staff increased by 1.6 percent.

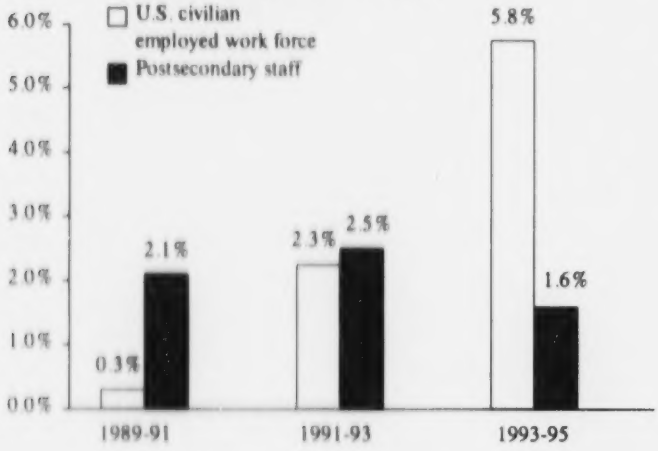
Figure 1-1. Percent of U.S. nonfarm establishments payroll employed by postsecondary institutions: 50 states and the District of Columbia, fall 1995



SOURCE: (Labor force data) U.S. Bureau of Labor Statistics, Bulletins 2445 and 2481, and Employment and Earnings monthly, March and June issues. As published in U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, table no. 652, p. 417, 1996; (postsecondary staff data) U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

[1] Nonfarm establishments payroll employees include all full-time and part-time employees who worked during, or received pay for, any part of the pay period reported. Proprietors, the self-employed, farm workers, unpaid family workers, private household workers, and the Armed Forces have been excluded.

Figure 1-2. Percentage growth in U.S. nonfarm establishments payroll and postsecondary staff: 1989-95



SOURCE: (Labor force data) U.S. Bureau of Labor Statistics, Bulletins 2445 and 2481, and Employment and Earnings monthly, March and June issues. As published in U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, table no. 652, p. 417, 1996; (postsecondary staff data) U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1991, 1993 and 1995; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1991.

Growth in IHE Staff Since 1976

An examination of IHE data since 1976 reveals that the number of IHE staff grew by 43 percent from 1976 to 1995, going from about 1.9 million to 2.7 million (figure 1-3). From 1976 to 1991, the number of full-time staff increased by 34 percent; however, since 1991 full-time staff has decreased 1 percent. The number of part-time staff, on the other hand, has experienced continuous growth since 1976, rising 64 percent from 1976 to 1995 and 18 percent from 1991 to 1995.

Figure 1-3. Growth of staff in institutions of higher education: 50 states and the District of Columbia, fall 1976-95

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976; Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1989, 1991, and 1993; and U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1976-91.

Part-Time Staff in Postsecondary Institutions and IHEs

Overall, about 903,000 part-time staff were employed in postsecondary institutions in 1995 (table 1-1), representing about one-third of the total postsecondary workforces (33 percent).

Table 1-1. Number and percentage distribution of employees in postsecondary institutions, by institution level, sex, employment status, faculty/nonfaculty status, and professional/nonprofessional status: 50 states and the District of Columbia, selected years, fall 1989-95

Institution level	Total number	Number							
		Men	Women	Full time	Part time	Faculty	Nonfaculty	Professional	Non-professional
1989*, total	2,606,231	1,273,153	1,333,077	1,868,460	737,770	898,201	1,708,030	1,640,889	965,342
4-year	2,047,284	1,010,824	1,036,460	1,553,610	493,674	592,182	1,455,102	1,235,105	812,179
2-year	476,868	226,067	250,801	259,308	217,560	261,295	215,573	334,940	141,928
Less-than-2-year	82,079	36,262	45,816	55,542	26,536	44,724	37,355	70,844	11,235
1991, total	2,662,085	1,280,205	1,381,880	1,890,890	771,196	893,842	1,768,243	1,693,416	968,669
4-year	2,094,213	1,017,408	1,076,805	1,571,687	522,526	602,925	1,491,288	1,284,320	809,893
2-year	505,212	235,708	269,504	277,710	227,502	256,095	249,117	355,672	149,540
Less-than-2-year	62,660	27,089	35,571	41,493	21,168	34,822	27,838	53,424	9,236
1993, total	2,727,504	1,306,005	1,421,499	1,864,524	862,980	973,289	1,754,215	1,777,843	949,661
4-year	2,124,355	1,035,925	1,088,430	1,538,561	585,794	636,359	1,487,996	1,347,689	776,666
2-year	543,607	247,546	296,061	285,690	257,917	309,958	233,649	387,051	156,556
Less-than-2-year	59,542	22,534	37,008	40,273	19,269	26,972	32,570	43,103	16,439
1995, total	2,770,704	1,319,656	1,451,048	1,868,157	902,547	988,441	1,782,263	1,831,016	939,688
4-year	2,170,685	1,052,079	1,118,606	1,551,766	618,919	656,310	1,514,375	1,401,978	768,707
2-year	545,832	246,983	298,849	280,942	264,890	304,837	240,995	385,048	160,784
Less-than-2-year	54,187	20,594	33,593	35,449	18,738	27,294	26,893	43,990	10,197

Institution level	Total number	Percentage							
		Men	Women	Full time	Part time	Faculty	Nonfaculty	Professional	Non-professional
1989*, total	2,606,230	49	51	72	28	34	66	63	37
4-year	2,047,284	49	51	76	24	29	71	60	40
2-year	476,868	47	53	54	46	55	45	70	30
Less-than-2-year	82,078	44	56	68	32	54	46	86	14
1991, total	2,662,085	48	52	71	29	34	66	64	36
4-year	2,094,213	49	51	75	25	29	71	61	39
2-year	505,212	47	53	55	45	51	49	70	30
Less-than-2-year	62,660	43	57	66	34	56	44	85	15
1993, total	2,727,504	48	52	68	32	36	64	65	35
4-year	2,124,355	49	51	72	28	30	70	63	37
2-year	543,607	46	54	54	47	57	43	71	29
Less-than-2-year	59,542	38	62	68	32	45	55	72	28
1995, total	2,770,704	48	52	67	33	36	64	66	34
4-year	2,170,685	48	52	71	29	30	70	65	35
2-year	545,832	45	55	51	49	56	44	71	29
Less-than-2-year	54,187	38	62	65	35	50	50	81	19

*Some data have been revised from previously published figures.

NOTE: Professional staff include staff in the following occupational categories: executive/administrative/managerial, faculty (instruction/research), instruction/research assistants, and professional (support/service). Nonprofessional staff include technical and paraprofessionals, clerical and secretarial, skilled crafts, service/maintenance, and other employees (1991 and 1993). Because of rounding, percents may not add to 100.

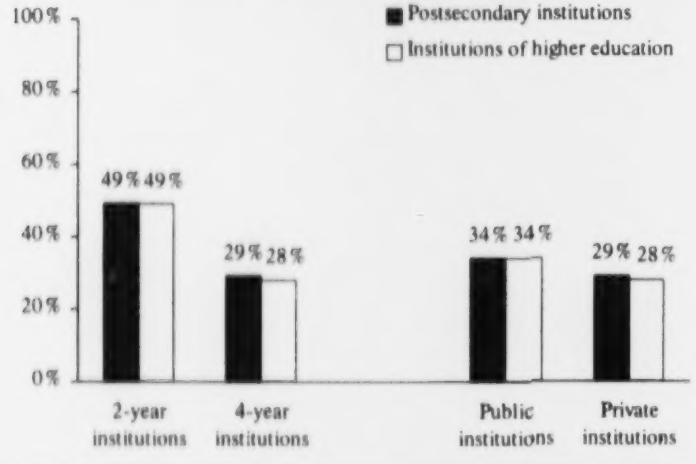
SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1989 and 1991; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1989, 1991, 1993, and 1995.

Among IHEs, the use of part-time staff has increased since the 1970s. Part-time staff were 28 percent of the total staff in 1976, 29 percent in 1991, 31 percent in 1993, and 32 percent in 1995 (figure 1-3). This trend is mirrored in the employment status of staff at postsecondary institutions. In 1989, 28 percent of all postsecondary staff were part-time employees, and by 1995, 33 percent were part-time employees (table 1-1).

Part-time staff were 32 percent of the total staff in 1995.

Part-time staff by institution level and control. In 1995, the use of part-time staff was higher in 2-year postsecondary and higher education institutions than in 4-year institutions (figure 1-4). Among 2-year institutions, 49 percent of the staff were part time as opposed to 29 percent at 4-year postsecondary institutions and 28 percent at 4-year IHEs. The use of part-time staff was also higher in public institutions than in private institutions, although the differences were not as great as those between 2-year and 4-year institutions.

Figure 1-4. Percent of part-time employees in postsecondary institutions and institutions of higher education, by institution level and control: 50 states and the District of Columbia, fall 1995



SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

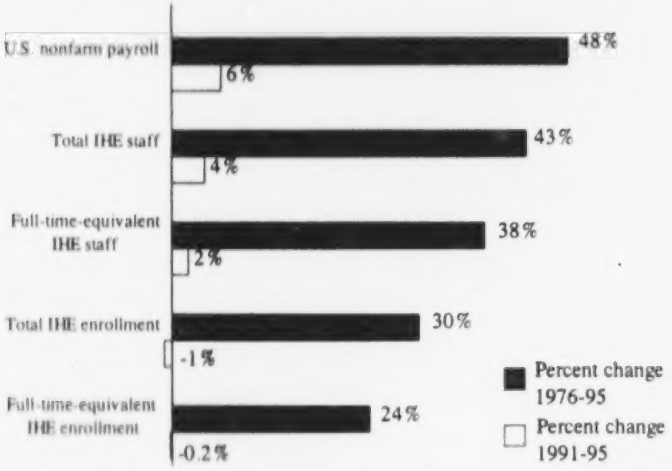
Growth in IHE Staff Relative to the Nonfarm Establishments Payroll and Enrollment

IHE staff employment has not increased at the same rate as U.S. nonfarm establishment payroll employment, but it has exceeded growth in student enrollment. This has led to increased higher education employment opportunities and lower student to staff ratios in institutions of higher education.

Growth in IHE staff relative to the nonfarm establishments payroll employment. From 1976 to 1995, staff in institutions of higher education increased at a slightly lower rate than nonfarm establishments payroll employment. Between 1976 and 1995, IHE staff increased by 43 percent while the U.S. nonfarm establishments payroll employment increased by 48 percent

(figure 1-5). In recent years growth in IHE staff and the U.S. nonfarm establishment payroll has been about the same. From 1991 to 1995, IHE staff increased by about 5 percent and nonfarm establishments payroll employment increased by about 6 percent.

Figure 1-5. Percentage change in U.S. nonfarm establishments payroll and in staff and enrollment in institutions of higher education: 50 states and the District of Columbia, fall 1976-95



NOTE: In calculating full-time-equivalent (FTE) staff, part-time staff were multiplied by 0.32 to 0.47 depending on staff category, and added to full-time staff. (These FTE ratios were developed based upon part-time hours reported in the HEGIS "Fall Staff" survey, 1976.) FTE students were calculated by multiplying part-time students by 0.36 and adding to full-time students.

SOURCE: U.S. Bureau of Labor Statistics, Bulletin 2307 and *Employment and Earnings Monthly*; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1976; U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, table 614, 1996; U.S. Department of Education, National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Enrollment" survey and "Fall Staff" survey, 1976; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey and "Fall Enrollment" surveys, 1991, 1993, and 1995. (Enrollment data are as reported in the *Digest of Education Statistics, 1995*, tables 168 and 194, and *Fall Enrollment: 1995* report.)

Growth in IHE staff relative to enrollment. Looking at growth relative to student enrollment, the 43 percent IHE staff increase from 1976 to 1995 outpaced the 30 percent increase in total IHE student enrollment over the same period (figure 1-5). Comparing FTE staff with FTE enrollment from 1976 to 1995, similar trends were evident—staff increased by 38 percent, while enrollment increased by only 24 percent. From 1991 to 1995, increases in staff continued to exceed enrollment growth, though not by such a great margin. During this period, total staff increased by about 4 percent while total enrollment decreased by 1 percent. FTE staff increased by about 2 percent and FTE enrollment remained stable.

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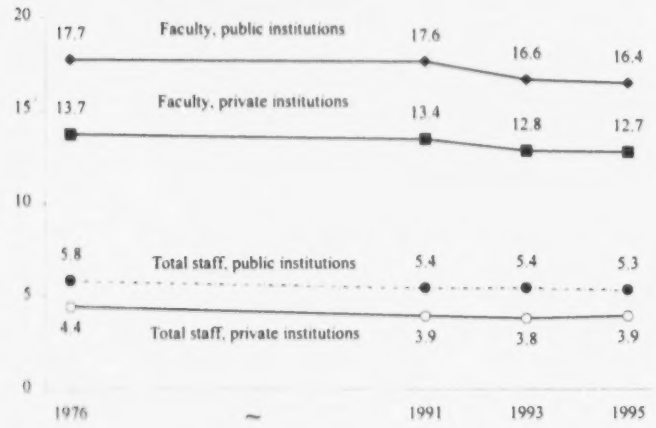
Ratio of students to staff. Based on the higher percentage growth in FTE staff compared with FTE enrollment, the ratio of students to staff has decreased slightly since 1976. The overall student-to-staff ratio in 1976 was 5.4 (table 1-2). It decreased to 4.9 in 1993 and has remained at this level through 1995.

The ratio of students to staff has decreased since 1976.

The decline in the student-to-staff ratio was apparent in both public and private institutions, although the ratio of students to staff has been lower at private institutions since 1976. From 1976 to 1995, the student-to-staff ratio at public institutions decreased from 5.8 to 5.3, a 9 percent decrease (figure 1-6). At private institutions, it fell from 4.4 to 3.9, an 11 percent decrease. In 1995, the ratio of students to staff was 36 percent higher in public institutions than in private institutions.

Figure 1-6. Number of full-time-equivalent (FTE) students per FTE staff in institutions of higher education, by institution control: 50 states and the District of Columbia, fall 1995



NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976, and Integrated Postsecondary Education Data System (IPEDS), "Staff" surveys, 1993 and 1995. Data for 1976 are as included in *Digest of Education Statistics, 1994*, table 216.

Ratio of students to professional staff. In the mid-1970s, the ratio of students to professional staff was 9.8 (table 1-2). By 1995, it decreased to 7.8, a 20 percent decrease. This decrease was reflected in both public and private institutions. At public institutions, the ratio fell from 10.5 in 1976 to 8.5 in 1995. At private institutions, the ratio decreased 22 percent falling from 8.1 in 1976 to 6.3 in 1995. The student-to-professional staff ratio was 35 percent higher in public institutions than private institutions in 1995.

Table 1-2. Number and percentage distribution of employees and full-time-equivalent (FTE) students per FTE staff in institutions of higher education, by primary occupation and institution control: 50 states and the District of Columbia, fall 1976, 1993, and 1995

Primary occupation and control of institution	1976				1993				1995			
	Total staff		Full-time-equivalent staff		Total staff		Full-time-equivalent staff		Total staff		Full-time-equivalent staff	
	Number	Percentage	Total	FTE students per FTE staff	Number	Percentage	Total	FTE students per FTE staff	Number	Percentage	Total	FTE students per FTE staff
Total, all institutions	1,863,790	100.0	1,541,339	5.4	2,602,612	100.0	2,094,681	4.9	2,662,075	100.0	2,128,676	4.9
Professional staff	1,073,119	57.6	845,456	9.8	1,687,287	64.8	1,280,382	8.1	1,744,867	65.5	1,319,053	7.8
Executive/administrative/managerial	101,263	5.4	98,972	84.0	143,675	5.5	140,522	73.7	147,445	5.5	143,957	71.8
Faculty (instruction, research/public service)	633,210	34.0	500,533	16.6	915,474	35.2	668,819	15.5	931,706	35.0	676,574	15.3
Instruction and research assistants	160,086	8.6	82,684	100.5	202,819	7.8	83,717	123.6	215,909	8.1	88,523	116.8
Other professional (support/service)	178,560	9.6	163,267	50.9	425,319	16.3	387,323	26.7	449,807	16.9	409,999	25.2
Nonprofessional staff	790,671	42.4	695,883	11.9	915,325	35.2	814,299	12.7	917,208	34.5	809,623	12.8
Public	1,329,122	100.0	1,092,558	5.8	1,812,513	100.0	1,434,747	5.4	1,865,930	100.0	1,471,018	5.3
Professional staff	769,836	57.9	601,942	10.5	1,193,284	65.8	883,579	8.8	1,230,006	65.9	911,534	8.5
Executive/administrative/managerial	60,733	4.6	59,579	106.6	81,209	4.5	79,426	98.4	82,396	4.4	80,551	96.7
Faculty (instruction, research/public service)	448,733	33.8	357,761	17.7	650,434	35.9	470,537	16.6	656,833	35.2	475,761	16.4
Instruction and research assistants	127,925	9.6	63,420	100.1	173,678	9.6	70,755	110.4	181,743	9.7	74,515	104.5
Other professional (support/service)	132,445	10.0	121,182	52.4	287,963	15.9	262,862	29.7	309,034	16.6	280,707	27.7
Nonprofessional staff	559,286	42.1	490,616	12.9	619,229	34.2	551,168	14.2	635,924	34.1	559,484	13.9
Private	534,668	100.0	448,781	4.4	790,099	100.0	659,934	3.8	796,145	100.0	657,658	3.9
Professional staff	303,283	56.7	243,514	8.1	494,003	62.5	396,802	6.4	514,861	64.7	407,519	6.3
Executive/administrative/managerial	40,530	7.6	39,393	49.8	62,466	7.9	61,096	41.6	65,049	8.2	63,406	40.2
Faculty (instruction, research/public service)	184,477	34.5	142,772	13.7	265,040	33.5	198,282	12.8	274,873	34.5	200,813	12.7
Instruction and research assistants	32,161	6.0	19,264	101.9	29,141	3.7	12,962	195.9	34,166	4.3	14,008	181.9
Other/professional (support/service)	46,115	8.6	42,085	46.6	137,356	17.4	124,461	20.4	140,773	17.7	129,292	19.7
Nonprofessional staff	231,385	43.3	205,267	9.6	296,096	37.5	263,131	9.6	281,284	35.3	250,139	10.2

NOTE: Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/administrative staff, faculty, or instruction and research assistants. In 1993 and 1995 FTE, staff were calculated using the same procedure as in 1976 and 1991. Part-time staff were multiplied by 0.32 to 0.47 depending on staff category and added to full-time staff based upon the 1976 HEGIS surveys. FTE students were calculated by multiplying part-time students by 0.36 and adding to full-time students. Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976, and Integrated Postsecondary Education Data System (IPEDS), "Staff" surveys, 1993 and 1995. Data for 1976 are as included in *Digest of Education Statistics, 1994*, table 216.

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Ratio of students to faculty. Looking at student-to-faculty ratios rather than student to overall staff, similar trends emerge. The overall ratio of FTE students to FTE faculty has declined from 16.6 in 1976 to 15.3 in 1995 (table 1-2). The ratios also dropped at public and private institutions. At public institutions, the FTE student-to-FTE faculty ratio declined from 17.7 in 1976 to 16.4 in 1995 (figure 1-6). At private institutions, the ratio decreased from 13.7 to 12.7 over the same time period. In 1995, public institutions had about a 30 percent higher ratio of FTE students to FTE faculty than private institutions.

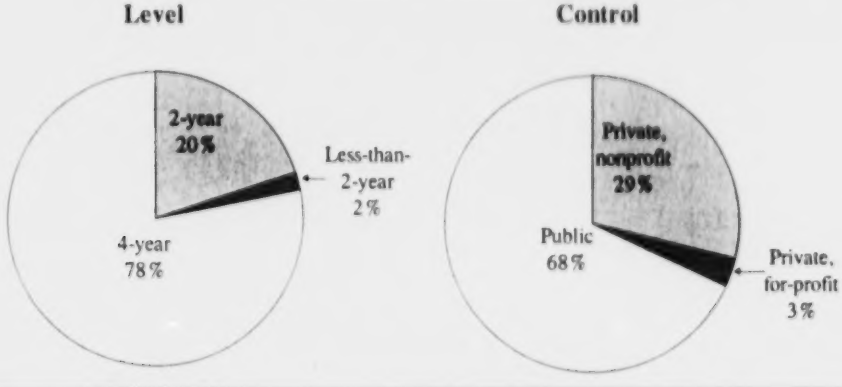
Ratio of students to other professional staff. In general, the decline in the FTE student-to-FTE faculty ratio has been reflected in most of the professional occupations. Most notably, the ratio of students to other professional support/service staff has declined from 50.9 in 1976 to 25.2 in 1995 (table 1-2). Similar changes occurred in both public and private institutions. The only increase in the ratios of students to professional staff was evident in the student-to-instruction/research assistants ratio. Overall, this ratio increased from 100.5 in 1976 to 116.8 in 1995. This change was even more pronounced at private institutions, where it jumped from 101.9 in 1976 to 181.9 in 1995.

Location of Postsecondary Staff by Institution Level and Control

Of the total postsecondary staff in 1995, over three-fourths were employed in 4-year institutions.

Of the total postsecondary staff in 1995, over three-fourths (78 percent) were employed in 4-year institutions (figure 1-7). About 20 percent were in 2-year institutions and only 2 percent were employed in less-than-2-year institutions. The distribution of staff was much different than the distribution of institutions by level. The largest group of institutions comprised the 2,803 less-than-2-year, for-profit institutions, followed by the 2,762 4-year institutions and the 2,506 2-year institutions (appendix table C-6). Generally, institutions in the latter two groups tended to be larger in terms of enrollment and, therefore, employed more staff.[2]

Figure 1-7. Percentage distribution of staff in postsecondary institutions, by institution level and control: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

[2]U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Enrollment" survey, 1995.

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An examination of staff distribution by control revealed a concentration of postsecondary staff in public institutions. About 68 percent of postsecondary staff were employed by public institutions, just under 30 percent by private, nonprofit institutions, and only 3 percent by private, for-profit institutions (figure 1-7).

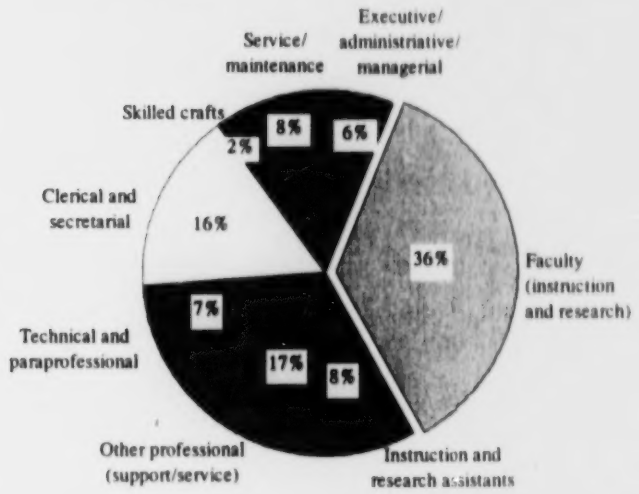
About 68 percent of postsecondary staff were employed in public institutions.

Distribution of Postsecondary Staff by Primary Occupation

Of the 2.8 million staff in postsecondary institutions in 1995, the largest percentage (36 percent) were employed as faculty (figure 1-8). An additional 8 percent were instruction and research assistants. Of the remaining staff, 6 percent were employed in executive/administrative/managerial occupations, 17 percent in other professional support/service occupations, 7 percent in technical and paraprofessional occupations, 16 percent in clerical and secretarial occupations, 8 percent in service/maintenance occupations, and 2 percent in skilled crafts occupations.

The largest percentage of postsecondary staff was employed as faculty.

Figure 1-8. Percentage distribution of total staff in postsecondary institutions, by primary occupation: 50 states and the District of Columbia, fall 1995

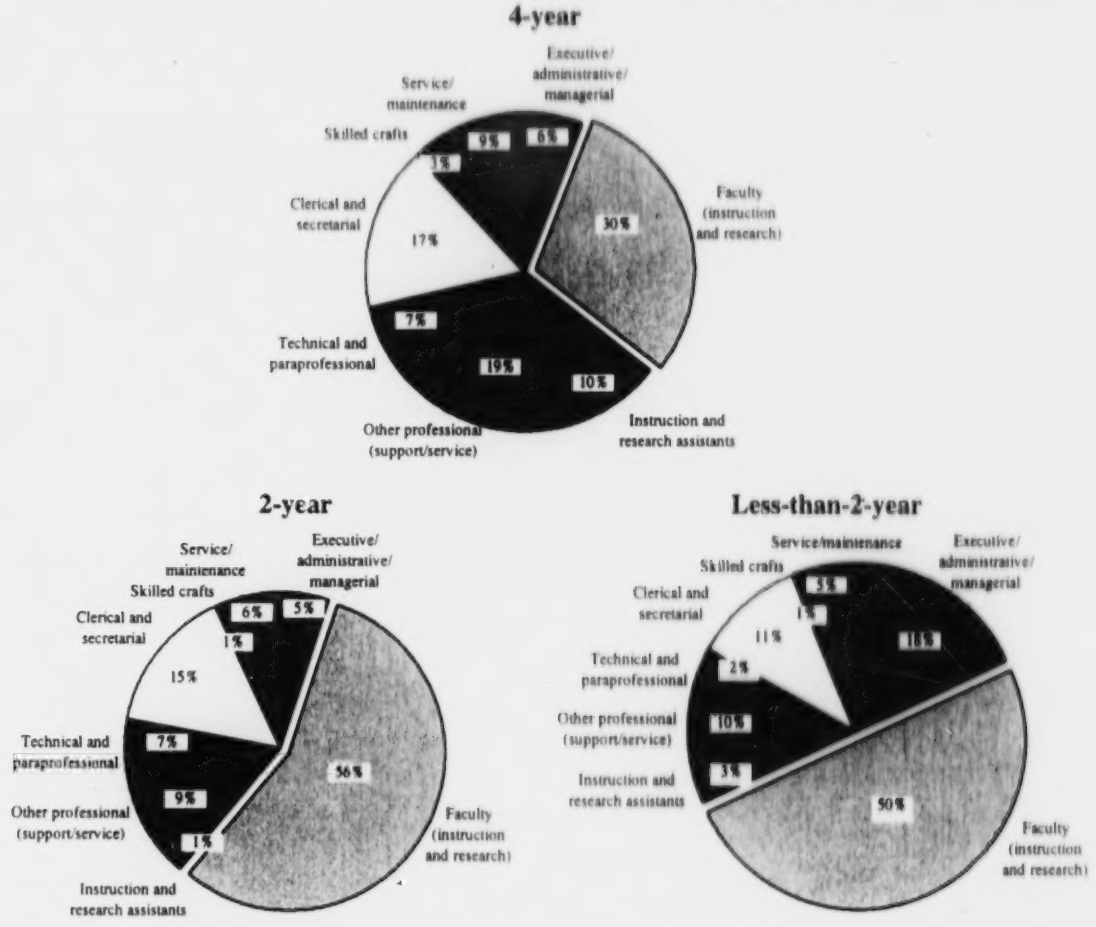


NOTE: Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1995.

Distribution by institution level. The highest proportion of staff was classified as faculty at postsecondary institutions at all levels; however, the proportion of faculty varied considerably by institution level. The highest proportion of faculty occurred in 2-year and less-than-2-year institutions, with 56 percent and 50 percent, respectively (figure 1-9). While faculty made up the largest percentage of staff in 4-year institutions, it only accounted for 30 percent of staff. Professional support service staff were the next largest group in 4-year institutions (19 percent) and clerical and secretarial staff were the third largest group. At 2-year institutions, clerical and secretarial staff accounted for the second largest proportion of staff followed by other professional support/service staff and technical paraprofessional staff. At less-than-2-year institutions, executive/administrative/managerial staff accounted for the second largest proportion of staff, followed by clerical and secretarial staff and other professional support/service staff.

Figure 1-9. Percentage distribution of total staff in postsecondary institutions, by primary occupation and institution level: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Department of Eduation, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1995.

Distribution of Staff by Occupation in IHEs

Staff in institutions of higher education are divided into two major categories: professional occupations and nonprofessional occupations. Both groups experienced growth from 1976 to 1995; however, increases in professional occupations have been almost four times greater than increases in nonprofessional occupations (63 percent compared with 16 percent; figure 1-10). The growth in these occupational groups may be due, in part, to an overall trend in society toward increased employment opportunities in professional occupations rather than nonprofessional occupations, including the growth of the professional and service sector and the negative effect of computer-based technology on the demand for nonprofessional staff such as clerical and secretarial personnel.

Figure 1-10. Number of professional and nonprofessional staff in institutions of higher education: 50 states and the District of Columbia, fall 1976-95

NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Staff" survey, 1976; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1987-91; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993, and 1995.

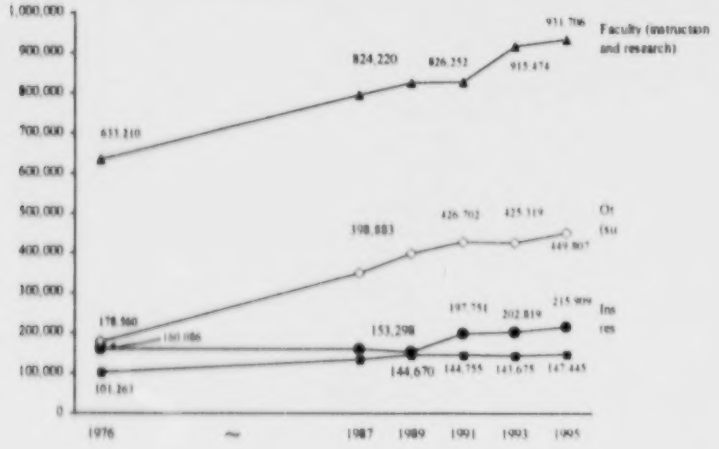
Growth in professional staff. In 1995, about 66 percent of staff in higher education institutions were in professional categories, including executive, faculty, instruction/research assistants, and other professional support/service, compared with 58 percent of all staff in 1976 (figure 1-10). In recent years, the number of professional staff has increased from 1,595,000 in 1991 to 1,745,000 in 1995, a 9 percent increase.

An examination of individual professional occupations revealed that other professional support/services have experienced the largest growth of all the professional occupations. In 1976, 178,560 staff were employed in these occupations, by 1995 the number had reached 449,807, a 152 percent increase (figure 1-11). The other professional occupations have also increased, though by smaller amounts. From 1976 to 1995, faculty increased by 47 percent and executive/administrative/ managerial staff increased by 46 percent. Instruction and research assistants also increased by 35 percent.

Professional occupations grew by 9 percent from 1991 to 1995.

Professional occupations grew by 9 percent from 1991 to 1995. The largest increase occurred in faculty positions, rising 13 percent. Instruction/research assistants increased by 9 percent, followed by a 5 percent increase in other professional support/service positions and a 2 percent increase in executive/administrative/ managerial positions.

Figure 1-11. Number of professional staff in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1976-95



NOTE: Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/administrative staff, faculty, or instruction and research assistants.

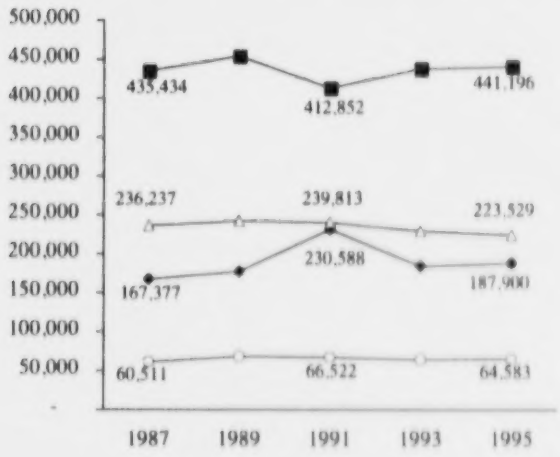
SOURCE: National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Staff" survey, 1976; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1987-91; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993, and 1995.

Growth in nonprofessional occupations. The growth in nonprofessional occupations has been much smaller relative to increases in professional occupations. From 1976 to 1995, nonprofessional staff grew by 16 percent compared with 63 percent growth in professional staff (figure 1-10). From 1991 to 1995, however, the number of nonprofessional staff decreased by about 3 percent, declining from 950,000 in 1991 to 917,000 in 1995.

From 1991 to 1995, the number of nonprofessional staff decreased by about 3 percent.

Looking at individual nonprofessional occupations from 1991 to 1995, clerical and secretarial staff experienced the only increase in staff, rising 7 percent over the period (figure 1-12). The remaining nonprofessional occupations experienced decreases in staff with technical/paraprofessionals decreasing by 19 percent, service/maintenance staff by 7 percent, and skilled crafts staff by 3 percent. However, when the data are examined over a longer period, 1987 to 1995, there were increases in staff for almost all nonprofessional occupations with the exception of service/maintenance occupations.

Figure 1-12. Number of nonprofessional staff in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1987-95



SOURCE: U.S. Department of Education, National Center for Education Statistics, (1987 data) *Digest of Education: 1990*, table 204, p. 217, 1991; (1989 data) *Digest of Education: 1993*, table 216, p. 225, 1993; (1991 data) *Digest of Education: 1994*, table 217, p. 228, 1994; (1993 data) *Digest of Education: 1996*, table 217, p. 228, 1996; and NCES, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

Growth in staff by employment status. From 1991 to 1995, total staff in institutions of higher education increased by 5 percent, while part-time staff increased by 18 percent (table 1-3). During the same time period, full-time staff decreased from 1,813,000 to 1,801,000, a decline of 1 percent. An examination of increases by primary occupation revealed that total professional occupations increased by 11 percent, while part-time professional staff increased by 20 percent and full-time professional staff by 3 percent. This trend was evident in all professional occupations--bigger gains were made in part-time employment than in full-time employment for each category. The overall 1 percent decline in full-time staff was the result of a 6 percent decrease in the number of full-time staff in nonprofessional occupations. Even in nonprofessional occupations, however, part-time employment rose by 8 percent.

From 1991 to 1995, part-time staff increased by 18 percent.

Table 1-3. Number of full- and part-time employees in institutions of higher education, by primary occupation and sex: 50 states and the District of Columbia, selected years, fall 1976-95

Employment status	Total staff	Total professional staff	Professional staff								Total non-professional staff
			Executive, administrative, managerial		Faculty (instruction and research)		Instruction/ research assistants		Other professional (support/ service)		
			Men	Women	Men	Women	Men	Women	Men	Women	
1976											
Total	1,863,790	1,073,119	74,615	26,648	460,553	172,657	106,481	53,605	87,520	91,040	790,671
Full time	1,339,911	709,400	72,013	24,990	326,824	107,247	18,560	9,447	76,200	74,119	630,511
Part time	523,879	363,719	2,602	1,658	133,729	65,410	87,921	44,158	11,320	16,921	160,160
1991											
Total	2,545,235	1,595,460	85,423	59,382	525,599	300,653	119,125	78,626	165,444	261,258	949,775
Full time	1,812,912	1,031,795	82,875	56,291	366,213	169,410	NA	NA	142,227	214,831	781,115
Part time	732,323	563,663	2,548	3,091	159,386	131,243	119,125	78,626	23,217	46,427	168,660
1993											
Total	2,602,612	1,687,287	82,748	60,927	561,123	345,351	120,384	82,435	166,678	258,641	915,325
Full time	1,783,510	1,039,094	80,098	57,736	363,430	182,276	NA	NA	142,700	212,854	744,416
Part time	819,102	648,193	2,650	3,191	197,693	172,075	120,384	82,435	23,978	45,787	170,909
1995											
Total	2,662,075	1,774,867	82,127	65,318	562,893	368,813	123,962	91,947	177,152	272,655	917,208
Full time	1,801,371	1,066,510	79,232	61,758	360,150	190,672	NA	NA	151,534	223,164	734,861
Part time	860,704	678,357	2,895	3,560	202,743	178,141	123,962	91,947	25,618	49,491	182,347

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Nonprofessional staff include technical and paraprofessionals; clerical and secretarial; skilled crafts; service/maintenance; and other employees (1991 and 1993). Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1991; U.S. Department of Education, National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Staff" survey, 1976; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

Growth by sex and employment status. From 1976 to 1995, the number of both men and women in all professional occupations experienced growth. While increased employment of women accounted for less than half (48 percent) of the overall growth in IHE staff, the percentage increase in the number of women employed outpaced that of men in every category (table 1-3). Women experienced at least a doubling in the number employed in all professional occupations, except for instruction/research assistants, where job growth was limited to about 70 percent. Men also experienced increases in professional occupations with the largest increase coming in the other professional support/service category, in which the number of men increased 102 percent. However, the increase in the number of men in each of the other professional fields was less than 25 percent.

Men and women both made substantial gains in both full-time and part-time IHE professional staff positions from 1976 to 1995 (table 1-3). The growth in the number of women in all professional occupations was higher for both full-time and part-time positions than the growth for men. The largest increases occurred in part-time faculty positions (172 percent) and part-time other professional support/service positions (192 percent). For men, the largest gains were made in full-time and part-time other professional support/service positions, growing 99 percent and 126 percent, respectively. Part-time faculty positions for men also increased by 52 percent.

From 1991 to 1995, there was a 36 percent increase in part-time faculty positions for women.

An analysis of the data from 1991 to 1995 revealed that growth in professional employment for women in IHEs continued to increase and surpassed job growth for men in all areas except other professional support/services. The largest gains for women came in faculty positions with a 23 percent increase (table 1-3). These gains were fueled by a 36 percent increase in part-time faculty positions for women. In all professional occupations—women experienced greater growth in part-time employment than in full-time employment.

From 1991 to 1995, men experienced a 4 percent decline in executive, administrative, and managerial positions, and gains in other fields were limited to about 7 percent for faculty and other professional support/services and about 4 percent for instruction/research assistants (table 1-3). Men, like women, made their greatest percentage gains in part-time employment rather than full-time employment. For example, part-time men faculty increased by 27 percent compared with a 2 percent decline in full-time men faculty. While the gains in part-time employment for men and women were larger than those in full-time employment, a greater number of both men and women were still employed as full-time professional staff.

Distribution of Staff in IHEs by Race/Ethnicity and Sex

Whites made up an overwhelming majority of all staff in institutions of higher education in 1995, representing 78 percent of full-time staff (table 1-4). They held even higher shares of executive/administrative/managerial (85 percent), faculty (85 percent), and other professional support/service (79 percent) positions. Blacks held the next greatest percentage of all full-time positions in IHEs. They composed 12 percent of full-time staff and 9 percent of both executive/administrative/

managerial and other professional support/service positions. Blacks also exceeded their overall share of positions in most of the nonprofessional primary occupations. Hispanics and Asians/Pacifc Islanders held the third largest shares of staff positions (4 percent), followed by American Indians/Alaskan Natives.

Table 1-4. Percentage distribution of full-time staff in institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
All staff	77.6	12.0	4.4	3.8	0.5	1.4	0.3
Professional staff							
Executive/administrative/managerial	85.3	9.0	2.7	1.8	0.5	0.4	0.3
Faculty (instruction and research)	85.1	4.9	2.3	5.0	0.4	2.0	0.4
Other professional (support/ service)	79.1	9.3	3.3	4.7	0.5	2.6	0.4
Nonprofessional staff							
Technical/paraprofessional	72.5	15.9	5.2	4.3	0.6	1.2	0.3
Clerical and secretarial	74.0	16.1	6.1	2.6	0.6	0.3	0.3
Skilled crafts	80.6	11.1	5.8	1.2	0.9	0.2	0.3
Service/maintenance	55.7	31.0	9.4	2.3	0.8	0.4	0.4

NOTE: Because of rounding, percents may not add to 100. Instruction/research assistants are defined as part time only. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Relative to the total labor force and U.S. resident population, whites composed a larger proportion of IHE staff, especially in professional occupations, than they did of the labor force or resident population (tables 1-4 and 1-5). Minorities were underrepresented in professional occupations and overrepresented in nonprofessional occupations. The overall proportion of blacks in full-time positions (12.0 percent) surpassed their representation in the labor force (10.7 percent) and resident population (11.2 percent), but this was mainly due to the proportion of nonprofessional positions held by blacks. Employment of Asians and Pacific Islanders in IHEs did not equal their representation in the resident population but did exceed their representation in the labor force. American Indians and Alaska Natives did not hold enough staff positions in IHEs to match or exceed their representation in either the labor force or population, except in skilled crafts positions (0.9 percent) and service/maintenance positions (0.8 percent).[3]

Minorities were underrepresented in professional occupations and overrepresented in nonprofessional occupations.

[3] Refer to page 2-9 for an examination of full-time faculty representation relative to student enrollment.

Table 1-5. Percentage distribution of U.S. adult resident population and U.S. labor force, by race/ethnicity: 1995

	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
U.S. adult resident population	75.9	11.2	9.1	3.2	0.7
U.S. labor force	76.1	10.7	9.3	3.9	NA

NA = Not available.

NOTE: Because of rounding, percents may not add to 100. U.S. adult resident population includes persons 16 years and older.

SOURCE: U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, tables 22, 50, and 615, 1996.

Staff distribution by sex. In 1995, about 51 percent of the U.S. adult population were women[4] and about 52 percent of the full-time higher education staff were women (table 1-6). Since the proportion of women was lower than the proportion of men in the 1995 total labor force (46 percent compared with 54 percent)[5], women were a somewhat higher percentage of the higher education labor force than that of the total labor force.

Table 1-6. Percentage distribution of full-time staff in institutions of higher education, by primary occupation and sex: 50 states and the District of Columbia, fall 1995

Primary occupation	Women	Men
All occupations	52.5	47.5
Executive/administrative/managerial	43.8	56.2
Faculty (instruction and research)	34.6	65.4
Other professional (support/service)	59.6	40.4
Technical/paraprofessional	58.2	41.8
Clerical and secretarial	90.6	9.4
Skilled crafts	5.1	94.9
Service/maintenance	37.1	62.9

NOTE: See table 1-3 for corresponding numbers of professional staff. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

While women composed over half of the full-time higher education workforce, their distribution by occupation was highly gender specific. Women constituted 91 percent of clerical/secretarial staff, but only 5 percent of the skilled crafts staff (table 1-6). Women also composed 44 percent of executive/administrative/managerial staff, 35 percent of faculty, and 60 percent of other professional support/service staff. Among technical/paraprofessional occupations, they were 58 percent of staff, and they held 37 percent of service/maintenance positions. Looking at growth from 1993 to 1995, women's share of executive/administrative/managerial positions increased from 42 percent to 44 percent. Women's share of

[4] U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, table 13, 1996.

[5] U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996*, table 616, 1996.

faculty positions also increased, rising from 33 percent in 1993 to 35 percent in 1995.

Women's share of faculty positions increased from 33 percent in 1993 to 35 percent in 1995.

Median Salaries for Full-Time IHE Staff

In 1995, overall median salaries for full-time IHE staff ranged from $19,467 for service/maintenance staff to $52,368 for executive/administrative/managerial staff (table 1-7). Asians and Pacific Islanders, whites, and men generally had the highest salaries for every profession, with men employed as executive/ administrative/managerial staff having the highest median earnings ($58,939). American Indians and Alaskan Natives, nonresident aliens, and women had relatively low median earnings in both professional and nonprofessional occupations. Blacks and Hispanics also had low median earnings relative to Asians and Pacific Islanders and whites, particularly in nonprofessional occupations.

Table 1-7. Median salaries for full-time staff in institutions of higher education, by race/ethnicity and sex and by primary occupation: 50 states and the District of Columbia, fall 1995

Race/ethnicity and sex	Executive/ administrative/ managerial	Faculty (9- to 10-month contract)	Other professional (support/ service)	Technical/ para-professional	Clerical/ secretarial	Skilled crafts	Service/ maintenance
Total	$52,368	$45,840	$34,160	$25,204	$21,221	$28,206	$19,467
Race/ethnicity							
White, non-Hispanic	53,053	46,034	34,499	25,917	21,306	28,621	20,389
Black, non-Hispanic	47,913	41,932	32,680	23,091	20,795	24,860	17,455
Hispanic	48,466	44,183	33,009	23,882	20,544	26,897	19,746
Asian or Pacific Islander	54,449	50,501	35,528	26,045	23,372	32,947	21,478
American Indian or Alaskan Native	43,949	41,711	30,991	24,098	20,226	28,071	19,086
Nonresident alien	35,982	43,069	29,547	23,763	21,036	26,591	17,452
Sex							
Women	44,784	40,045	33,213	24,088	21,230	22,603	17,559
Men	58,939	49,734	35,854	27,193	21,126	28,499	20,645

NOTE: Medians are calculated from grouped data assuming equal distribution throughout interval. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

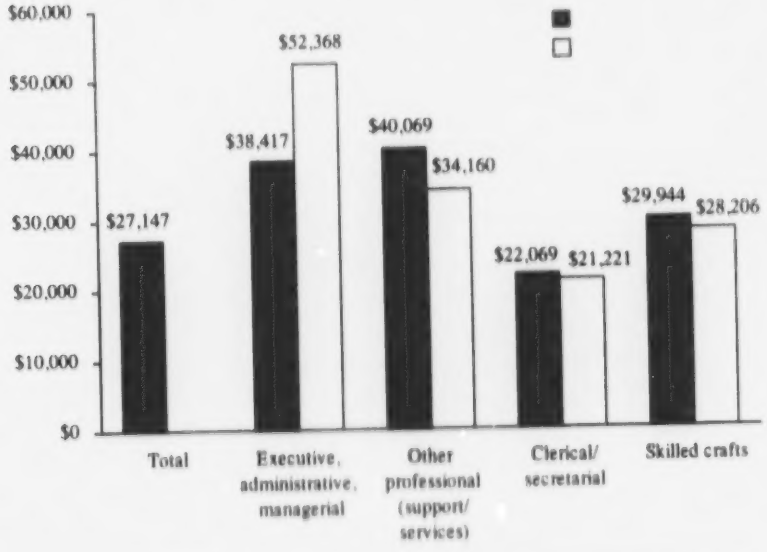
In interpreting median salary data, it should be noted that salary distributions are influenced by geographic region, age distribution, years of experience of staff, and other factors not presented in this report. It should also be noted that medians were calculated from grouped data with the assumption of equal distribution within the interval. As is typical with salary data, the median salaries tend to be slightly lower than the mean salaries.

Median earnings by primary occupation. Executive/administrative/managerial staff had the highest median salaries of all full-time staff ($52,368; table 1-7). Faculty were the second highest paid group, earning a median salary of $45,840, followed by other professional support/service staff with median earnings of $34,160. In all cases, staff in professional occupations earned higher median salaries than those employed in nonprofessional occupations.

Executive/administrative/managerial staff had the highest median salaries of all full-time staff.

The overall median salary for a year-round, full-time employee in the U.S. labor force in 1995 was $27,147 (figure 1-13). This salary was less than the median earnings for all professional occupations in IHEs and slightly higher than median earnings in the nonprofessional occupations (figure 1-13 and table 1-7). In the U.S. labor force, executive/administrative/managerial employees earn a median salary of $38,417, about 73 percent as much as IHE staff working in comparable positions earn. Administrative support staff in the U.S. labor force had median earnings of $22,069, slightly higher than the $21,221 earned by clerical/secretarial staff in IHEs.

Figure 1-13. Median earnings of year-round, full-time workers 15 years and older and staff in institutions of higher education, by selected occupation: Fall 1995



NOTE: Labor force occupations were categorized as closely as possible to match occupations in institutions of higher education. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

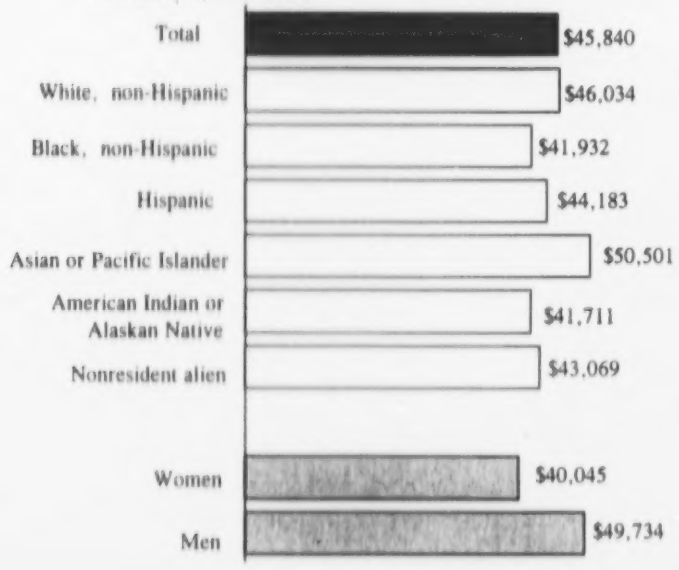
SOURCE: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, Series P60, Website, Historical Income Tables-Person Table 16A; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Median earnings by race/ethnicity. Asians and Pacific Islanders were the highest paid staff of any racial/ethnic group in all occupations. Their salaries ranged from $21,478 to $54,449 (table 1-7). Whites were the second highest paid employees in each of the seven occupational categories with median salaries ranging from $20,389 to $53,053. Blacks and Hispanics earned similar median salaries, though their salaries were $2,000 to $9,000 lower than those earned by Asians and Pacific Islanders and whites. Generally, these differences in salary were larger for professional occupations than nonprofessional occupations with the exception of the skilled crafts position where blacks and Hispanics earned the lowest median salries

of all racial/ethnic groups. American Indians and Alaskan Natives earned the lowest median salaries for all professional occupations, but earned higher median salaries in most nonprofessional occupations relative to other racial/ethnic groups.

Focusing more specifically on the median earnings of the 70 percent full-time faculty with 9- to 10-month contracts, Asians and Pacific Islanders earned median salaries of $50,501 (figure 1-14). Whites earned 91 percent as much, receiving $46,034. Hispanics earned 87 percent as much as Asians or Pacific Islanders and 96 percent as much as whites. Blacks and American Indians and Alaskan Natives both earned 83 percent as much as Asians and Pacific Islanders and 91 percent as much as whites.

Figure 1-14. Median salaries of full-time faculty with 9- to 10-month contracts in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995



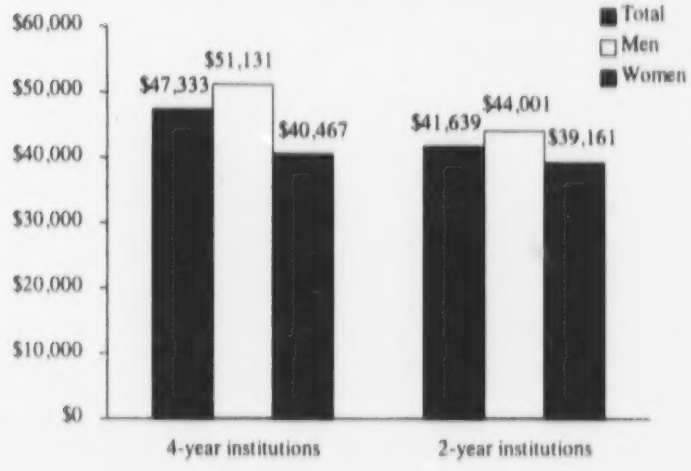
NOTE: Medians are calculated from grouped data assuming equal distribution throughout interval. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Median earnings by institution level and control. As a way of comparing median earnings by institution level and control, the median earnings of faculty members were examined. Median salaries for faculty at 2-year institutions were 88 percent those of faculty at 4-year institutions (figure 1-15). A comparison of earnings by institution control revealed that the salaries of faculty in private institutions were 96 percent of those in public institutions (figure 1-16).

Faculty salaries in private institutions were 96 percent of those in public institutions.

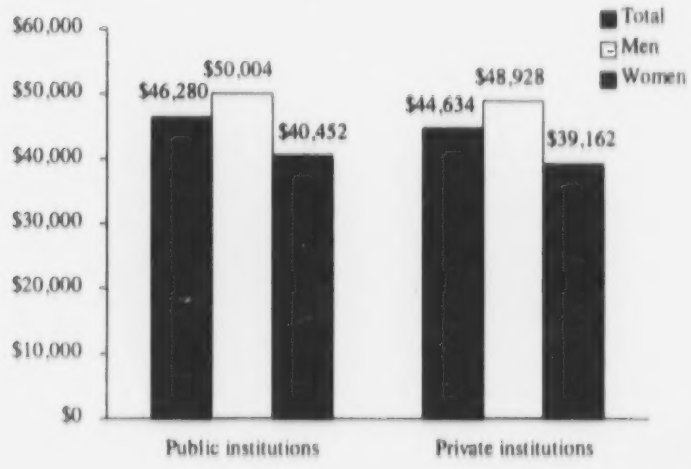
Figure 1-15. Median salaries of full-time faculty with 9- to 10-month contracts in institutions of higher education, by sex and institution level: 50 states and the District of Columbia, fall 1995



NOTE: Less-than-2-year institutions have been included with 2-year institutions. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Figure 1-16. Median salaries of full-time faculty with 9- to 10-month contracts in institutions of higher education, by sex and institution control: 50 states and the District of Columbia, fall 1995



NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Median earnings by sex. In general, women had lower median earnings than men in every occupation except in clerical/secretarial occupations, where women earned slightly higher median salaries for full-time staff (table 1-7). Women employed in other professional support/services came closest to equaling the median earnings of their counterparts, earning 93 percent as much as men. On the other hand, women employed in executive/administrative/managerial earned only 76 percent as much

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as men. Women faculty earned 81 percent as much as men in 1995. This was identical to the ratio of women faculty's earnings to men faculty's earning in 1993.[6] Among faculty having 11- to 12 month contracts in 1995, women faculty earned 78 percent as much as men faculty. In part, women faculty may have earned lower salaries than men because women composed a larger percentage of faculty at 2-year institutions than at 4-year institutions (see figure 2-4, p. 2-6) and 2-year institutions had lower median salaries than 4-year institutions. The lower salaries may also be attributable to the fact that many women are entering institutions as lecturers and instructors or assistant professors, while a greater proportion of their male counterparts have reached the ranks of associate and full professors, thus earning higher median salaries.

Women employed as full-time faculty with 9- to 10-month contracts earned 81 percent as much as men employed as full-time faculty.

Median earnings by sex and institution level and control. Looking at median earnings by level and sex, men in 4-year institutions were the highest paid 9- to 10-month faculty members, receiving a median salary of $51,131 (figure 1-15). Women at 4-year institutions earned 79 percent as much as men faculty. At 2-year institutions, men, also earned more than women; however, the difference was smaller, with women earning 89 percent as much as men. The ratio of women's median earnings to men's median earnings was about the same in both public and private institutions, with women earning 81 percent and 80 percent of men's salaries, respectively (figure 1-16).

[6] U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

2. Faculty Growth, Distribution, Rank, and Tenure in Institutions of Higher Education

Some data on the total number of faculty in institutions of higher education are available for years as early as the 1860s, when only 5,553 faculty were reported (appendix table E-1). By 1900, this number had risen to about 24,000, and by 1940 the number was about 147,000. In the last 40 years, the largest periods of growth occurred between 1950 and 1960 and between 1970 and 1980. By 1995, a total of about 932,000 faculty were working in 3,792 institutions of higher education. Women, as a percentage of total faculty, have risen from 20 percent in 1900 to 40 percent in 1995.

Trends Over Time in Faculty Distribution

Looking at faculty data collected from 1970 to 1995, two trends become readily apparent. The first is the growth in faculty employment in 2-year institutions, and the second is the growth in part-time faculty employment (table 2-1). Equally notable is that despite explosive growth in the number of faculty, the ratio of faculty employed in public and private institutions has remained relatively stable.

Growth in proportion of faculty in 2-year institutions. In 1970, about 19 percent of faculty were in 2-year institutions (figure 2-1). By 1976, this proportion had risen to 26 percent. The percentage of faculty employed in 2-year institutions reached 28 percent in 1991, peaked in 1993 at 32 percent, and fell to 31 percent in 1995. Thus, from 1991 to 1995, the proportion of faculty in 2-year institutions rose 3 percentage points. Overall, from 1970 to 1995, the number of faculty employed in 2-year institutions grew by 210 percent compared with a 69 percent growth rate at 4-year institutions (table 2-1). This increase reflects the fact that FTE enrollment in 2-year colleges as a percent of the total has increased over the period, going from 24 percent in 1970 to 31 percent in the mid-1990s.[7] In order to serve this growing student population, 2-year institutions have found it necessary to increase their number of faculty.

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[7] U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey as published in NCES, *Digest of Education: 1996*, table 196, 1996.

Table 2-1. Number of faculty in institutions of higher education, by employment status and institution control and level: 50 states and the District of Columbia, fall 1970-95

Year	Total	Employment status		Control		Level		Percentage part time	Percentage public	Percentage 2-year
		Full time	Part time	Public	Private	4-year	2-year[1]			
	(Numbers in thousands)									
1970	474	369	104	314	160	382	92	22	66	19
1971[2]	492	379	113	333	159	387	105	23	68	21
1972	500	380	120	343	157	384	116	24	69	23
1973[2]	527	389	138	365	162	401	126	26	69	24
1974[2]	567	406	161	397	170	427	140	28	70	25
1975[2]	628	440	188	443	185	467	161	30	71	26
1976	633	434	199	449	184	467	166	31	71	26
1977	678	448	230	492	186	485	193	34	73	28
1979[2]	675	445	230	488	187	494	182	34	72	27
1980[2]	686	450	236	495	191	494	192	34	72	28
1981	705	461	244	509	196	493	212	35	72	30
1982[2]	710	462	248	506	204	493	217	35	71	31
1983	724	471	254	512	212	504	220	35	71	30
1984[2]	717	462	255	505	212	504	213	36	70	30
1985[2]	715	459	256	503	212	504	211	36	70	30
1986[2]	722	459	263	510	212	506	216	36	71	30
1987[3]	793	523	270	553	240	548	246	34	70	31
1989	824	524	300	577	247	584	241	36	70	29
1991	826	536	291	581	245	591	235	35	70	28
1993	915	546	370	650	265	626	289	40	71	32
1995	932	551	381	657	275	647	285	41	70	31

[1]Includes less-than-2-year institutions.

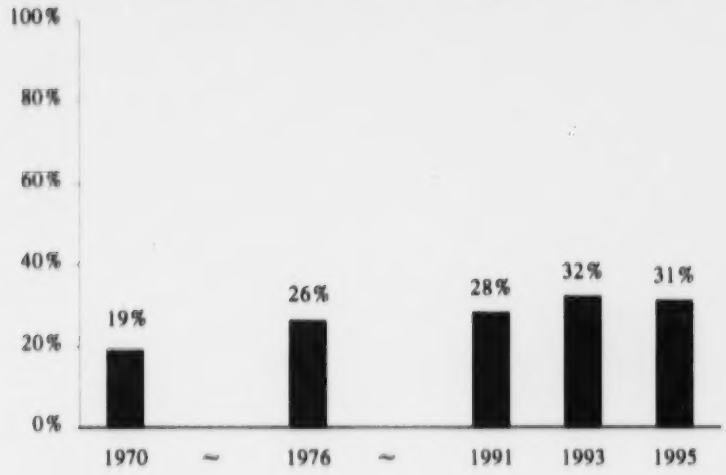
[2]Estimated on the basis of enrollment.

[3]Because of revised survey methods, data for 1987 and thereafter are not directly comparable to previous years.

NOTE: Because of rounding, details may not add to totals. Data exclude faculty employed by system offices. Some data have been revised from previously published figures. For methodological details on estimates, see *Projections of Education Statistics to 2000*. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Employees in Institutions of Higher Education, various years; *Projections of Education Statistics to 2000*; Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995; 1970 to 1991 data as included in the *Digest of Education Statistics, 1994*, table 219, 1994.

Figure 2-1. Percent of faculty in 2-year institutions of higher education: 50 states and the District of Columbia, selected years, fall 1970-95



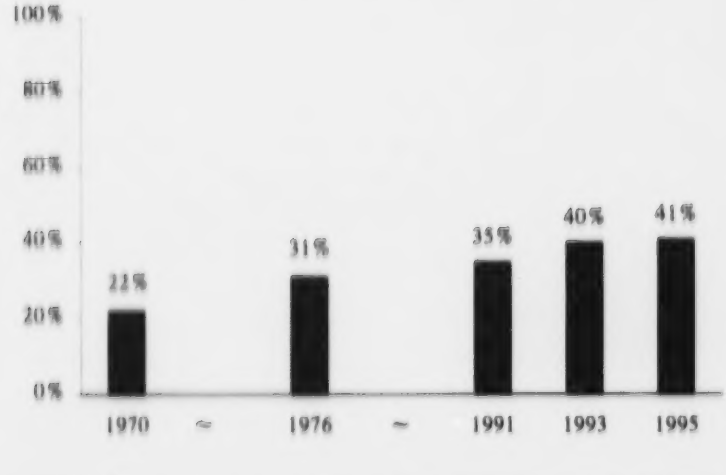
NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics (1970-91 data), *Digest of Education Statistics, 1994*, table 219, 1994; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Over the past 25 years, the use of part-time faculty has become increasingly common.

Growth in the proportion of part-time faculty. Over the past 25 years, the use of part-time faculty has become increasingly common. In 1970, only 22 percent of faculty were employed part time (figure 2-2). The proportion of part-time faculty rose to 31 percent in 1976, to 35 percent in 1991, and to 41 percent in 1995. These increases represent a near doubling of the percentage of part-time faculty since 1970.

Figure 2-2. Percent of part-time faculty in institutions of higher education: 50 states and the District of Columbia, selected years, fall 1970-95



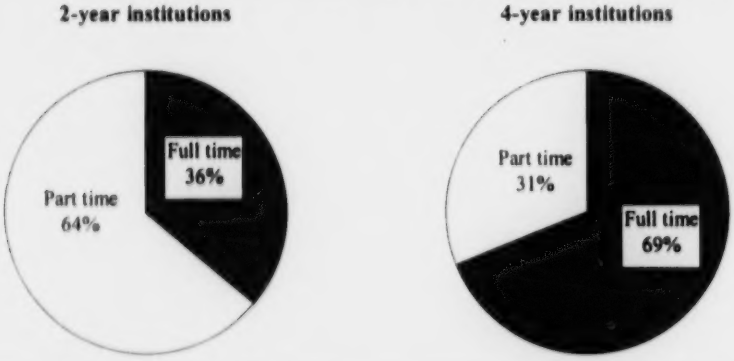
NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics (1970-91 data), *Digest of Education Statistics, 1994*, table 219, 1994; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

In 1995, 64 percent of faculty in 2-year institutions were employed part time compared with 31 percent in 4-year institutions (figure 2-3). Since 2-year institutions were more likely to employ part-time faculty than 4-year institutions, the proportion of total faculty employed in 2-year institutions has grown to allow for the larger number of part-time faculty required to cover the same course load as a full-time faculty member.

In 1995, 64 percent of faculty in 2-year institutions were employed part time compared with 31 percent in 4-year institutions.

Figure 2-3. Percent of full-time and part-time faculty in institutions of higher education, by institution level: 50 states and the District of Columbia, fall 1995



NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Public and private institution faculty. Between 1970 and 1995, no substantial change occurred in the relative distribution of faculty between public and private institutions. While there was some growth in the number of faculty, the percentage of faculty employed in public institutions has remained at about 70 percent, ranging from 66 percent to 73 percent. This reflects the fact that FTE enrollment in public institutions has remained about 74 to 76 percent from the 1970s through the 1990s.[8]

Women Faculty

In the early decades of the 20th century, women composed about 20 percent of all IHE faculty, increasing to 28 percent by 1940 (appendix table E-1). In the large expansion of faculty that occurred after World War II, women as a percentage of the total faculty declined somewhat, falling to 22 percent by 1960. This trend changed beginning in the 1970s, and by 1980 women were 29 percent of total faculty. Since then, women have continued to assume a larger percentage of faculty positions, reaching 40 percent in 1995.

Part-time faculty positions by sex. While women represented 40 percent of total faculty in 1995, they composed a larger share of part-time faculty (47

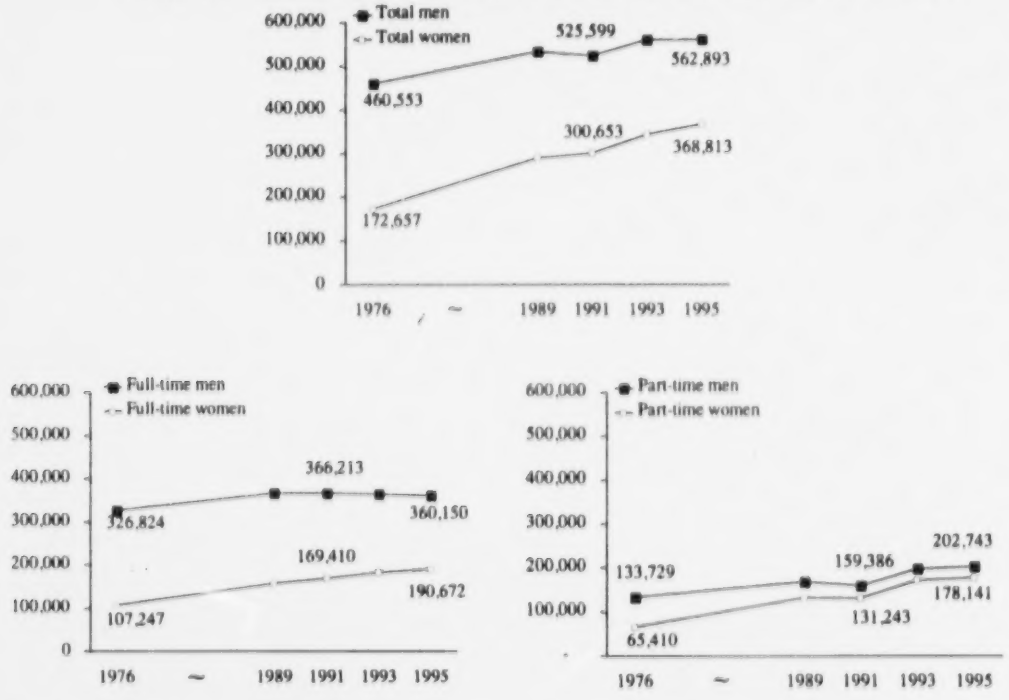
[8]U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey as published in NCES, *Digest of Education 1994*, table 196, 1994.

percent; figure 2-3). The relative increase of women in faculty positions between 1976 and 1995 was greater among part-time than full-time faculty. Women full-time faculty increased by 77 percent and women part-time faculty by 172 percent. In 1995, 35 percent of full-time faculty and nearly one-half (47 percent) of part-time faculty were women. At the same time, only 36 percent of men faculty were employed part time. For both full-time and part-time faculty employment, the gap between the number of men and women employed has declined since the 1970s.

From 1991 to 1995, women experienced steady growth in both full-time and part-time faculty positions.

Looking at increases in faculty from 1991 to 1995, women experienced steady growth in both full-time and part-time faculty positions while the growth in faculty positions for men slowed and even declined (figure 2-4). Overall, women faculty grew by 23 percent compared with only 7 percent growth for men. Among full-time employees, women faculty increased by 13 percent while men faculty decreased by 2 percent. Both men and women experienced growth in part-time faculty positions, however, women part-time faculty grew at a faster rate than men, increasing 37 percent compared with 27 percent.

Figure 2-4. Number of faculty in institutions of higher education, by sex and employment status: 50 states and the District of Columbia, fall 1976-95



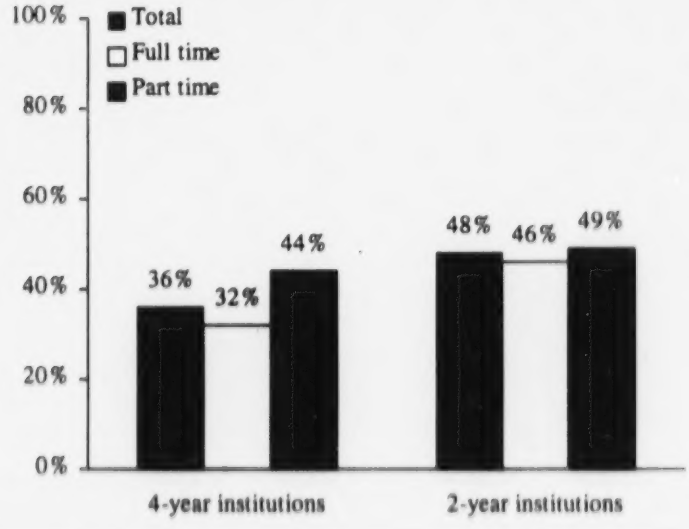
NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975-1991, U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989-1995.

Employment status by institution level. In 1995, women composed a larger percentage of faculty in 2-year institutions than in 4-year institutions. Women represented nearly one-half of the faculty (48 percent) in 2-year institutions compared with 36 percent in 4-year institutions (figure 2-5). At both levels, however, they made up a larger percentage of the part-time faculty than of the full-time faculty.

Women represented nearly one-half of the faculty in 2-year institutions.

Figure 2-5. Percent of women faculty in institutions of higher education, by employment status and institution level: 50 states and the District of Columbia, fall 1995



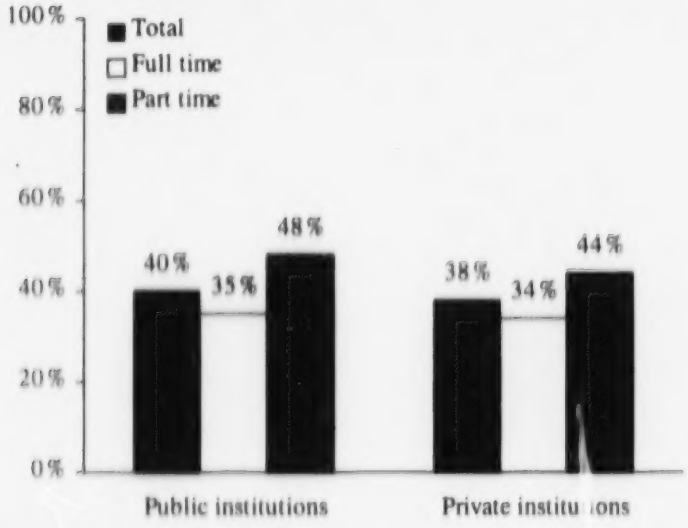
NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Employment status by institution control. Employment of women faculty was about the same in public and private institutions, 40 percent and 38 percent, respectively, in 1995 (figure 2-6). And, like 2-year and 4-year institutions, women composed a greater percentage of part-time faculty than full-time faculty in both settings.

Employment of women faculty was about the same in public and private institutions.

Figure 2-6. Percent of women faculty in institutions of higher education, by employment status and institution control: 50 states and the District of Columbia, fall 1995



NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Distribution of Faculty by Race/Ethnicity

From 1993 to 1995, all minority groups either increased or retained their share of full-time faculty.

Since the mid 1970s, all minority groups have increased their share of higher education full-time faculty. Overall, minorities increased their share of faculty positions from 8.3 percent in 1975 to 13.8 percent in 1995 (table 2-2). Among individual minority groups, Asian and Pacific Islanders had the largest increase in full-time faculty, increasing from 2.2 percent in 1975 to 6.0 percent in 1995. During the same time period, blacks increased their share of full-time faculty positions from 4.4 percent to 5.0 percent, and Hispanics, increased from 1.4 percent to 2.4 percent. American Indians and Alaskan Natives saw a doubling in their share of faculty positions; however, they accounted for only 0.4 percent of all full-time faculty in 1995.

From 1993 to 1995, all minority groups either increased or retained their share of full-time faculty. Overall, minority full-time faculty increased from 13.0 percent in 1993 to 13.8 percent in 1995 (table 2-2). Growth was largest for Asians and Pacific Islanders, increasing from 5.5 percent of total full-time faculty in 1993 to 6.0 percent in 1995. Black full-time faculty increased by 0.2 percentage points and Hispanics by 0.1 percentage points over the same time period. American Indians and Alaskan Natives continued to compose 0.4 percent of full-time faculty.

Table 2-2. Percentage distribution of full-time faculty in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, selected years, fall 1975-95

Year	Total full-time faculty	White, non-Hispanic	Minorities					Women
			Total	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	
1975.....	435,000*	91.7	8.3	4.4	1.4	2.2	0.2	24.7
1989.....	524,426	88.5	11.5	4.5	2.0	4.7	0.3	30.3
1991.....	535,623	87.7	12.3	4.7	2.2	5.1	0.3	31.8
1993.....	545,706	87.0	13.0	4.8	2.3	5.5	0.4	33.4
1995.....	550,822	86.3	13.8	5.0	2.4	6.0	0.4	34.6

NA = Not available; 1993 was the first year that "nonresident alien" and "race/ethnicity unknown" were separate staff categories. Prior to 1993, respondents in those categories were distributed across race/ethnicity categories.

*Estimated number.

NOTE: Because of rounding, details may not add to totals. Faculty includes those whose principal activity is instruction, research, or public service. For historical consistency, the nonresident alien and race/ethnicity unknown categories for 1993 and 1995 have been redistributed to the remaining race/ethnicity categories based on the results of the 1995 Fall Staff survey, line 75, that provided a breakout of nonresident aliens by racial/ethnic group.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975-91; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Nonresident aliens. One factor influencing the comparison of 1993 and 1995 data with earlier years is that the "nonresident alien" category was added as a separate racial/ethnic category in 1993. Prior to 1993, members of this group were distributed across the appropriate racial/ethnic categories. In order to facilitate a historical comparison, the 1993 and 1995 nonresident alien and race/ethnicity unknown categories were distributed across the other racial/ethnic categories based on data collected in the 1995 Fall Staff survey that provided the breakout of nonreisdent aliens by race/ethnic group.

In 1995, data collected on the individuals included in the nonresident alien category indicated that whites composed the largest percentage of this group (48 percent), followed by Asians and Pacific Islanders with 41.3 percent. Hispanics composed 5.5 percent of the nonresident alien category and blacks composed 5.2 percent of this category.[9]

Representation of Full-Time Faculty Relative to Student Enrollment

Since the mid-1970s, the percentage of minority faculty has increased but has not kept pace with increases in the percentage of minority undergraduate student enrollment.

An issue of increasing concern with regard to educational opportunity is the underrepresentation of minority full-time faculty relative to minority student enrollment, especially minority undergraduate enrollment. Since the mid-1970s, the percentage of minority full-time faculty has increased, but has not kept pace with increases in the percentage of minority undergraduate student enrollment with the exception of Asian and Pacific Islander faculty (table 2-3). In 1995, the proportion of black, Hispanic, and American Indian and Alaskan Native undergraduates was more than double that of full-time faculty in each of these minority groups. Asians and Pacific Islanders also saw increases in their proportion of student enrollments and full-time faculty, but by 1995, Asians and Pacific Islanders composed 6.0 percent of full-time faculty and 5.7 percent of undergraduate enrollment.

In 1995, the proportion of white full-time faculty (86.3 percent; table 2-3) exceeded the proportion of white undergraduate enrollment (72 percent). Overall, whites composed a higher proportion of full-time faculty and undergraduate enrollment than any other racial/ethnic group; however, the percentage of both white undergraduate student enrollment and full-time faculty has declined since the mid-1970s.

[9] U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table 2-3. Percentage distribution of full-time faculty and total undergraduate fall enrollment and bachelor's degree completions in institutions of higher education, by race/ethnicity: 50 states and the District of Columbia, fall 1975, 1976, and 1995

Race/ethnicity	Undergraduate fall enrollment		Bachelor's degree completions		Full-time faculty	
	1976	1995	1976	1994-95	1975	1995
Total	9,419,000	12,231,719	917,900	1,160,134	435,000*	550,822
White, non-Hispanic	82.1%	72.0%	88.0%	77.0%	91.7%	86.3%
Black, non-Hispanic	10.0	10.9	6.4	7.3	4.4	5.0
Hispanic	3.8	8.3	2.0	4.6	1.4	2.4
Asian/Pacific Islander	1.8	5.7	1.5	5.1	2.2	6.0
American Indian/Alaskan Native	0.7	1.0	0.4	0.6	0.2	0.4
Nonresident alien	1.5	2.2	1.7	3.2	NA	NA

*Estimated number.

NA = Not available; 1993 was the first year that nonresident aliens was a separate category.

NOTE: Because of rounding, percents may not add to 100. The race/ethnicity unknown category on the 1995 Fall Enrollment survey was distributed across all race/ethnicity categories, except nonresident aliens. The 1995 bachelor's degree completions include 310 degrees for which race/ethnicity was not reported and 26,602 degrees for which race/ethnicity was unknown. For historical consistency, the nonresident alien and race/ethnicity unknown categories for 1995 full-time faculty have been redistributed to the remaining race/ethnicity categories based on the results of the 1995 Fall Staff survey, line 751, that provided a breakout of nonresident aliens by racial/ethnic group. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975; Higher Education General Information Survey (HEGIS), "Fall Enrollment" survey, 1976, and "Degrees and Other Formal Awards Conferred" survey, 1976; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995, "Fall Enrollment" survey, 1995, and "Completions" survey, 1995.

Tenure Status of Faculty

In 1995, just over one-half of all full-time faculty (52 percent) were tenured, and another 20 percent were nontenured but on a tenure track. Over one-fourth (28 percent) were nontenured and not on a tenure track (figure 2-6). It should be noted that faculty tenure status may be influenced by both the age distribution of faculty and prior hiring patterns.

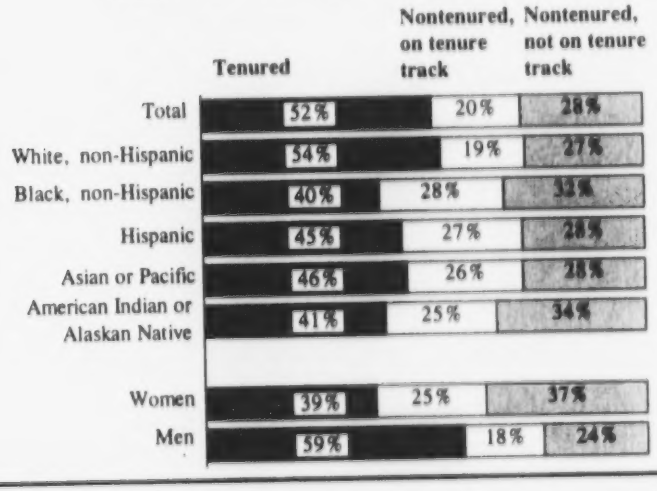
Tenure status by race/ethnicity. In 1995, white, full-time faculty were more likely to be tenured than minority faculty (figure 2-7). Among white, full-time faculty, 54 percent had tenure compared with 43 percent of minorities. Asians or Pacific Islanders had the highest tenure rate among minorities (46 percent) followed by Hispanics with 45 percent of full-time faculty tenured. American Indians and Alaskan Natives and blacks were the least likely to have tenure.

Tenure status by sex. The percent of both men and women who have tenure remained relatively stable since the mid-1970s; however, women employed as full-time faculty were less likely than men to be tenured than in 1975 and in 1995.[10] In 1975, about 38 percent of women had tenure compared with 58 percent of men.[11] In 1995, 39 percent of women full-time faculty were tenured compared with 59 percent of men. On the other hand, 25 percent of women full-time faculty were nontenured but on tenure track positions compared with 18 percent of men, and 37 percent of women full-time faculty were in nontenure track positions compared with 24 percent of men. The lower percentage of women having tenure may be due, in part, to women's high rate of employment in 2-year institutions (figure 2-5). These institutions employ a greater percentage of part-time faculty than do 4-year institutions (64 percent compared with 31 percent; figure 2-3). Two-year institutions are also less likely to have tenure systems than 4-year institutions as evidenced by the 40 percent of faculty in nontenure track positions at 2-year institutions compared with 26 percent at 4-year institutions (figure 3-6).

Women employed as full-time faculty were less likely to be tenured than men.

In 1995, the largest percentage of women employed as full-time faculty were tenured (39 percent), but 37 percent were not on a tenure track and 25 percent were not tenured but on a tenure track (table 2-4). An even larger percentage of men full-time faculty had tenure (59 percent), followed by 24 percent not on a tenure track.

Figure 2-7. Percentage distribution of full-time faculty in institutions of higher education, by tenure status, race/ethnicity, and sex: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

[10] U.S. Equal Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

[11] U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975, unpublished data.

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Historical comparison. While the percentage of those having tenure has not changed since the mid-1970s, the percentage of full-time faculty not on a tenure track has risen. Correspondingly, there has been a decline in the number of full-time faculty on a tenure track but not tenured. For example, 18 percent of whites were not on a tenure track in 1975, compared with 27 percent in 1995 (table 2-4). At the same time the percentage not having tenure but on a tenure track has declined from 28 percent to 19 percent.

Since the mid-1970s, the percentage of full-time faculty not on a tenure track has risen.

A similar trend is apparent among minorities and women. In 1975, 24 percent of full-time minority faculty were not on a tenure track. By 1995, 30 percent were not on a tenure track. Among women, 26 percent of full-time faculty were not on a tenure tack in 1975 compared with 37 percent in 1995.

Table 2-4. Percentage distribution of full-time faculty in institutions of higher education, by tenure status, race/ethnicity, and sex: 50 states and the District of Columbia, selected years, fall 1975-95

Tenure status	White, non-Hispanic	Minorities					Women
		Total	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	
Tenured							
1975	53.5	39.2	36.0	41.4	44.2	38.0	38.4
1989	53.3	41.9	41.2	45.0	41.3	42.2	38.0
1991	52.5	39.3	38.4	42.3	38.9	38.6	37.1
1993	53.3	43.3	40.9	45.0	45.2	37.9	37.8
1995	54.0	43.4	40.1	44.7	46.3	41.5	38.8
Nontenured, on track							
1975	28.4	36.5	39.3	35.6	31.7	33.3	36.0
1989	20.8	26.6	26.3	25.4	27.8	21.2	26.2
1991	20.9	27.7	27.5	27.5	28.1	24.2	26.6
1993	19.9	26.6	26.9	27.2	26.4	22.3	25.8
1995	18.7	27.0	28.2	27.3	25.9	24.6	24.6
Nontenured, not on track							
1975	18.1	24.4	24.7	23.0	24.1	28.6	25.5
1989	25.9	31.4	32.5	29.6	30.9	36.6	35.9
1991	26.6	33.0	34.0	30.2	33.0	37.1	36.2
1993	26.9	30.1	32.2	27.8	28.3	39.8	36.4
1995	27.3	29.6	31.8	28.0	27.8	34.0	36.5

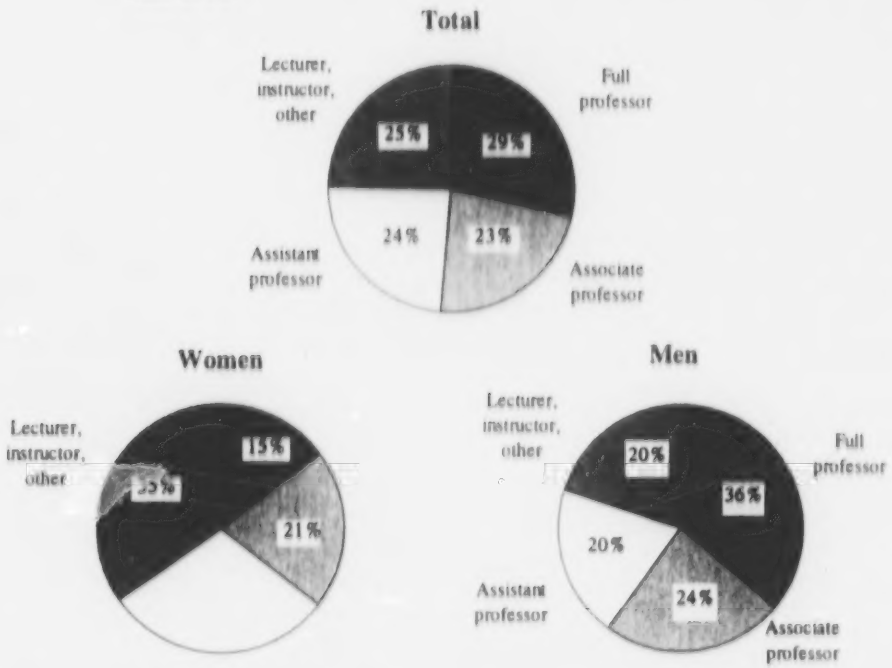
NOTE: Because of rounding, percents in each race/ethnicity category in each year may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1975-91; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Faculty Rank

The overall distribution of faculty by rank shows that in 1995, 29 percent of all faculty held the rank of full professor. An additional 23 percent held the next highest rank of associate professor, followed by 24 percent holding the rank of assistant professor, and 25 percent with the rank of lecturer/instructor/other (figure 2-8).

Figure 2-8. Percentage distribution of full-time faculty in institutions of higher education, by rank and sex: 50 states and the District of Columbia, fall 1995



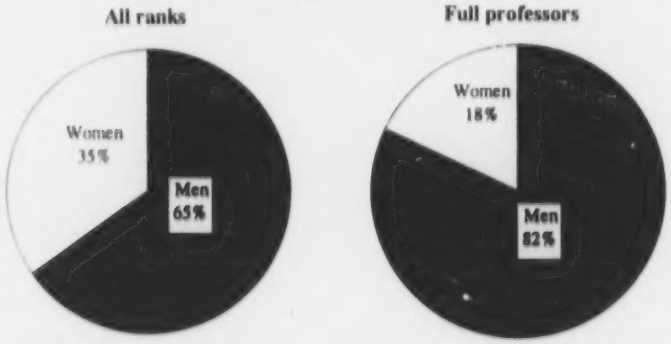
NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Faculty rank by sex. In 1995, the most striking difference between the percentage distribution of faculty by rank and sex comes at the level of full professor. A notably smaller percentage of full-time women faculty held the rank of full professor than of full-time men faculty, 15 percent compared with 36 percent (figure 2-8). Thirty-five percent of women full-time faculty held the lowest rank of lecturer/instructor/other compared with 20 percent of men. Across all faculty ranks, men held 65 percent of all faculty positions in 1995 (figure 2-9). This difference between men and women was even more pronounced at the level of full professor, where men held 82 percent of the positions.

A notably smaller percentage of full-time women faculty held the rank of full professor compared with full-time men faculty.

Figure 2-9. Percentage distribution of full-time faculty in institutions of higher education, by sex among all ranks and among full professors: 50 states and the District of Columbia, fall 1995

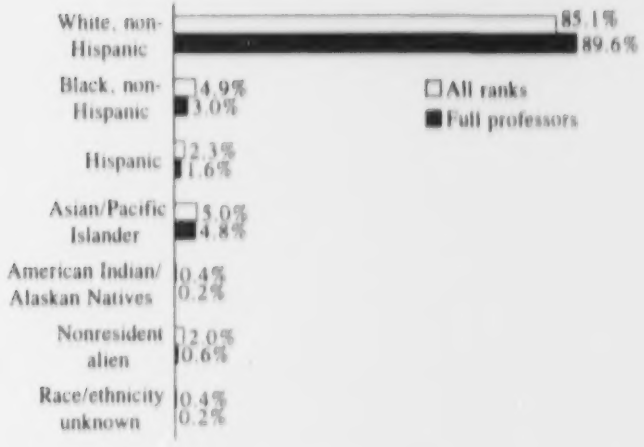


NOTE: Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Faculty rank by race/ethnicity. In 1995, whites held the vast majority of full-time faculty positions overall (85.1 percent) as well as the majority of positions at the rank of full professor (89.6 percent; figure 2-10). Among minority groups, Asians or Pacific Islanders and blacks held the largest proportion of full-time faculty positions across all ranks, with 5.0 percent and 4.9 percent, respectively. Hispanics held 2.3 percent of the total faculty positions across all ranks while American Indians or Alaskan Natives held only 0.4 percent.

Figure 2-10. Percentage distribution of full-time faculty in institutions of higher education, by race/ethnicity among all ranks and among full professors: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Asians and Pacific Islanders were the only minority group to hold nearly the same proportion of faculty positions across all ranks as they do at the rank of full professor. Asians and Pacific Islanders held 5.0 percent of faculty positions across all ranks and 4.8 percent of positions at the rank of full professor (figure 2-10). Blacks held only 3.0 percent of full professor positions, Hispanics held 1.6 percent, and American Indians and Alaskan Natives held 0.2 percent.

The percent distribution of faculty by race/ethnicity, revealed that whites and Asians and Pacific Islanders had the highest concentration of faculty at the rank of full professor, 30 percent and 28 percent, respectively (table 2-5). Whites were fairly evenly distributed among the other ranks while the highest concentration of Asians and Pacific Islanders occurred at the rank of assistant professor (31 percent) and the lowest at the lecturer/instructor/other level with 19 percent. Faculty among the other racial/ethnic groups tended to be concentrated in the ranks of assistant professor and instructor/lecturer/other. The rank of full professor had the smallest proportion of blacks, Hispanics, and American Indians and Alaska Natives of all the ranks.

Table 2-5. Number and percentage distribution of full-time faculty in institutions of higher education, by rank and race/ethnicity: 50 states and the District of Columbia, selected years, fall 1981-95

Academic year and rank	Number								Percentage distribution						
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
1981															
All ranks	451,558	410,345	18,540	6,899	14,489	1,285	NA	NA	90.9	4.1	1.5	3.2	0.3	NA	NA
Professors	115,210	107,690	2,396	1,166	3,759	199	NA	NA	93.5	2.1	1.0	3.3	0.2	NA	NA
Associate professors	105,584	96,959	3,576	1,438	3,262	349	NA	NA	91.8	3.4	1.4	3.1	0.3	NA	NA
Assistant professors	110,974	99,154	5,419	1,771	4,349	281	NA	NA	89.3	4.9	1.6	3.9	0.3	NA	NA
Instructors	81,225	72,438	5,062	1,883	1,538	304	NA	NA	89.2	6.2	2.3	1.9	0.4	NA	NA
Lecturers	8,359	7,486	431	143	273	26	NA	NA	89.6	5.2	1.7	3.3	0.3	NA	NA
Other faculty	30,206	26,618	1,656	498	1,308	126	NA	NA	88.1	5.5	1.6	4.3	0.4	NA	NA
1991															
All ranks	520,324	456,222	24,516	11,422	26,510	1,654	NA	NA	87.7	4.7	2.2	5.1	0.3	NA	NA
Professors	144,341	132,065	3,572	2,038	6,371	295	NA	NA	91.5	2.5	1.4	4.4	0.2	NA	NA
Associate professors	116,631	103,918	4,942	2,107	5,391	273	NA	NA	89.1	4.2	1.8	4.6	0.2	NA	NA
Assistant professors	126,344	106,557	7,524	3,246	8,649	368	NA	NA	84.3	6.0	2.6	6.8	0.3	NA	NA
Instructors	78,082	67,539	5,223	2,532	2,326	462	NA	NA	86.6	6.7	3.1	3.0	0.6	NA	NA
Lecturers	11,275	9,603	739	397	483	53	NA	NA	85.2	6.6	3.5	4.3	0.5	NA	NA
Other faculty	43,651	36,540	2,516	1,102	3,290	203	NA	NA	83.7	5.8	2.5	7.5	0.5	NA	NA
1993															
All ranks	545,706	468,770	25,658	12,076	25,269	1,997	10,829	1,107	85.9	4.7	2.2	4.6	0.4	2.0	0.2
Professors	157,253	141,848	4,526	2,387	7,033	352	942	165	90.2	2.9	1.5	4.5	0.2	0.6	0.1
Associate professors	120,696	106,017	5,326	2,291	5,471	283	1,139	169	87.8	4.4	1.9	4.5	0.2	0.9	0.1
Assistant professors	129,159	105,091	7,686	3,387	7,586	431	4,602	376	81.4	6.0	2.6	5.9	0.3	3.6	0.3
Instructors	67,700	56,900	4,712	2,260	2,143	610	852	223	84.0	7.0	3.3	3.2	0.9	1.3	0.3
Lecturers	13,714	11,292	839	418	557	56	527	25	82.3	6.1	3.0	4.1	0.4	3.8	0.2
Other faculty	57,184	47,622	2,569	1,333	2,479	265	2,767	149	83.3	4.5	2.3	4.3	0.5	4.8	0.3
1995															
All ranks	550,822	468,518	26,835	12,942	27,572	2,156	10,853	1,946	85.1	4.9	2.3	5.0	0.4	2.0	0.4
Professors	159,333	142,819	4,768	2,470	7,643	373	975	285	89.6	3.0	1.6	4.8	0.2	0.6	0.2
Associate professors	125,082	108,953	5,634	2,607	6,119	350	1,179	240	87.1	4.5	2.1	4.9	0.3	0.9	0.2
Assistant professors	129,682	104,037	8,011	3,736	8,459	519	4,311	609	80.2	6.2	2.9	6.5	0.4	3.3	0.5
Instructors	66,708	55,211	4,857	2,530	2,323	513	848	426	82.8	7.3	3.8	3.5	0.8	1.3	0.6
Lecturers	12,874	10,533	798	429	557	54	426	77	81.8	6.2	3.3	4.3	0.4	3.3	0.6
Other faculty	57,143	46,965	2,767	1,170	2,471	347	3,114	309	82.2	4.8	2.0	4.3	0.6	5.4	0.5

NA = Not available.

NOTE: Because of rounding, details may not add to totals. EEO-6 data for 1981 and 1991 were not imputed for all nonresponding institutions. Rank data are not available from EEO-6 prior to 1981. Prior to 1993, nonresident aliens were distributed in the appropriate race/ethnicity groups. 1993 was the first year that nonresident aliens and race/ethnicity unknown were included as separate categories. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1981 and 1991; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

Historical comparisons. In part, the disparity in the distribution of faculty positions by rank may be related to the fact that women and minorities have been hired more recently than men and whites and, therefore, have had a shorter length of time to reach the rank of full professor. In 1981, the EEOC published its first set of data showing the percentage distribution of full professors by race/ethnicity. These data show blacks and Asians and Pacific Islanders held the greatest proportion of full professor positions of any minority group in both 1981 and 1995 (table 2-5). Blacks increased their share of full professor positions from 2.1 percent in 1981 to 3.0 percent in 1995. Asians and Pacific Islanders increased their employment as full professors from 3.3. percent to 4.8 percent. Hispanics also increased their proportion from 1.0 percent to 1.6 percent, but American Indians and Alaskan Natives retained the same proportion of positions at the rank of full professor in both years (0.2 percent). Women have also experienced growth in the percentage employed as full professors, increasing from 10 percent in 1981 to 18 percent in 1995.[12]

[12]Data for women employed as full professors are not shown in table 2-5. The data were provided by the U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1981 and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

3. New Hires in Institutions of Higher Education

The number of new hires has been declining since the mid-1970s.

Overall the reported numbers of new hires have been declining since the mid-1970s.[13] In 1977, there were about 133,241 new hires. This number had declined to 118,047 in 1985. By 1991, the number of new hires had dropped further to just under 100,000. In 1993, the number of new hires remained stable at 99,763. From 1993 to 1995, however, the number of new hires decreased by 7,887, reaching 91,876, an all-time low.[14]

It should be noted that the number of institutions varies from year to year, and there were fewer institutions in 1977 than in 1995 (3,031 compared with 3,792). It should also be noted that data on new hires are collected only every other year.

Full-Time Staff New Hires by Occupation and Sex

Percentage distribution of new hires by primary occupation. Looking at data from 1977 and 1995, the distribution of new hires across primary occupations has changed substantially for several occupations (figure 3-1). The percentage of new hires in other professional support/service, executive/administrative/ managerial, and faculty positions increased from 1977 to 1995, while clerical/ secretarial, skilled crafts, and service/maintenance new hires declined. This reflects a continuing national trend of decreasing employment opportunities in nonprofessional sectors and an increasing number of positions being classified as professional occupations.

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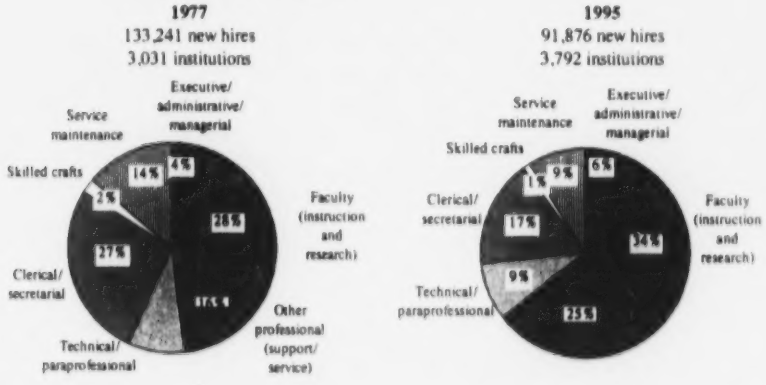
[13] U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1977-91, unpublished data.

[14] U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

Figure 3-1. Percentage distribution of newly hired full-time employees in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1977 and 1995



NOTE: Because of rounding, percents may not add to 100. Newly hired staff include those new to an institution but not necessarily new to higher education. See the introduction for a definition. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: Unpublished data from U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1977; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Number of new hires by primary occupation. A comparison of the actual numbers of new hires from 1977 and 1995 revealed that only two primary occupations experienced real growth in jobs since the mid-1970s (figure 3-2). Executive/administrative/managerial positions increased by 3 percent and other professional support/service employment increased by 4 percent. In all other fields, especially nonprofessional occupations, there were substantial declines in the number of positions. Both clerical/secretarial and service/maintenance positions declined by 57 percent. Faculty new hires decreased from 37,302 in 1977 to 30,785 in 1995, a 17 percent decrease. Overall, the number of new hires declined by 31 percent.

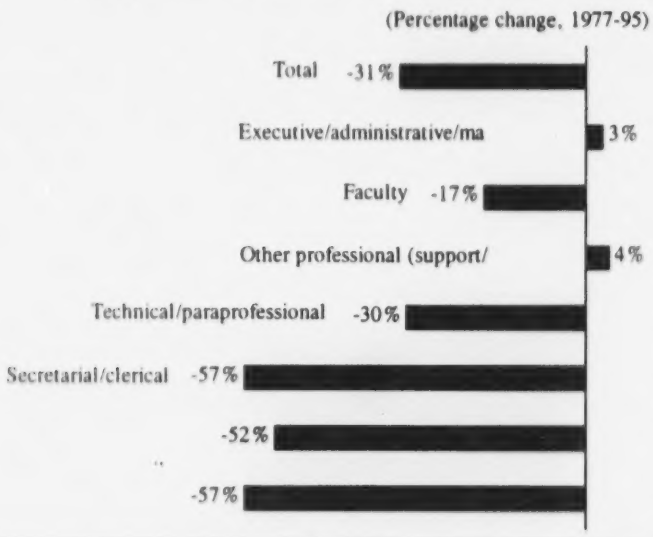
From 1993 to 1995, the number of new hires declined by 8 percent.

Looking at changes in the number of new hires from 1993 to 1995, new hires declined by 7,887, an 8 percent decrease. New hires of staff in all primary occupations decreased. The most notable change was the decrease of about 4,000 new faculty hires, followed by the decrease in new clerical/secretarial hires of almost 1,500 positions.

Rate of new hires by primary occupation. The overall rate of new hires in 1995 was about 5 percent (figure 3-2).[15] Rates of new hires were highest for other professional support/service occupations, technical paraprofessional occupations, and faculty all with new hire rates of about 6 percent. Skilled crafts occupations had the lowest rate of new hires (2 percent).

[15] The rate of new hires was calculated as new hires as a percentage of full-time employees for each primary occupation and overall staff.

Figure 3-2. Number and percentage change of newly hired full-time employees in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1977-95



Primary occupation	1977	1993	1995	1995 rate of new hires*
Total	133,241	99,763	91,876	5.1%
Executive/administrative/managerial	5,146	5,415	5,320	3.8
Faculty (instruction and research)	37,302	34,557	30,785	5.6
Other professional (support/service)	21,716	23,555	22,653	6.0
Technical/paraprofessional	11,992	9,080	8,420	5.9
Clerical/secretarial	35,371	16,738	15,273	4.4
Skilled crafts	2,732	1,504	1,298	2.1
Service/maintenance	18,982	8,914	8,127	4.4

* The rate of new hires was calculated as new hires as a percentage of full-time employees for each primary occupation and overall staff.

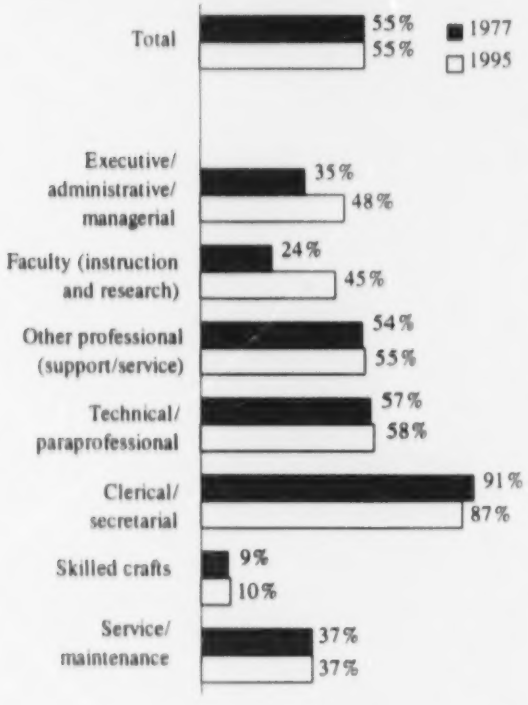
NOTE: Newly hired staff include those new to an institution but not necessarily new to higher education. See the introduction for a definition. Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1977, unpublished data; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

New hires by sex. While overall the percent of new hires who were women was the same in 1977 and 1995 (55 percent), notable changes have occurred in the distribution of new hires by primary occupation and sex (figure 3-3). In 1977, only 24 percent of new faculty hires were women. By 1995, women represented close to one-half of all faculty new hires (45 percent). Increases in women as a percentage of new hires also occurred in the executive/administrative/managerial occupation category, increasing from 35 percent to 48 percent. In the other professional support/services, technical/paraprofessional, skilled crafts, and service/maintenance fields, the percentages of new hires of women were virtually unchanged from 1977 to 1995. The only occupation category in which the percentage of women new hires decreased was the clerical/secretarial category, falling from 91 percent in 1977 to 87 percent in 1995. This decline offset many of the increases of new hires of women in other occupation categories as women make up the vast majority of the clerical/secretarial employees.

By 1995, women represented 45 percent of all new faculty hires.

Figure 3-3. Percentage distribution of newly hired full-time women in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1977 and 1995



NOTE: Faculty includes those whose principal activity is instruction, research, or public service. Professional (support/service) includes all other professional staff not included with executive/managerial/ administrative staff, faculty, or instruction and research assistants.

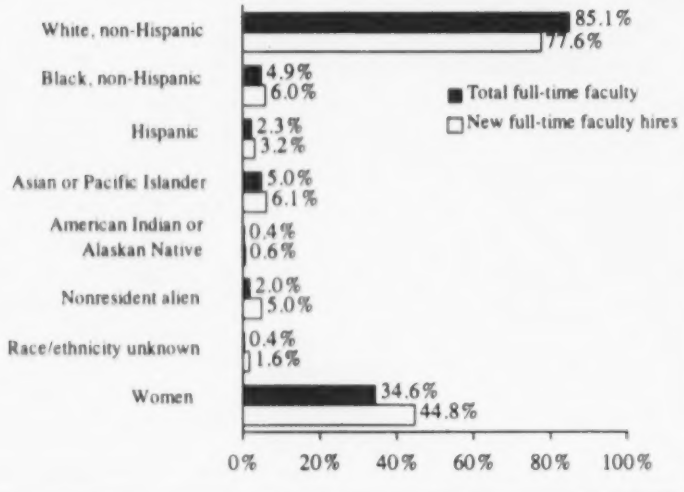
SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1977, unpublished data; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Full-Time Faculty New Hires by Race/Ethnicity

A total of 30,785 new full-time faculty were hired in 1995[16]; minorities represented a greater proportion of these new hires than they did of existing full-time faculty. Minorities composed 15.9 percent of all new faculty compared with 12.6 percent of current full-time faculty. For example, Asian and Pacific Islanders were the largest proportion of new hires among the minority groups with 6.1 percent of all new hires, but currently compose only 5.0 percent of the total full-time faculty. American Indians and Alaskan Natives had the smallest share of new hires with 0.6 percent; however, this exceeded their representation as full-time faculty in 1995 by 0.2 percent. Nonresident aliens represented 5.0 percent of new full-time faculty hires, but only 2.0 percent of full-time faculty.

Minorities represented a greater proportion of newly hired full-time faculty hires than of existing full-time faculty.

Figure 3-4. Percentage distribution of total full-time faculty and newly hired full-time faculty and in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

New hires relative to new gains in faculty. The extent to which new hires result in a new gain of faculty is impacted by a number of factors, including retirements and other exits from academia, as well as the extent to which faculty move from institution to institution. A portion of the new faculty hired each year represents transfers among institutions. Estimates of the total number of new faculty hires over the 10-year period of 1981 to 1991 were made by Carter and O'Brien[17] using the EEO-6 data for the odd years and

[16]U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

[17]Carter, Deborah and Eileen O'Brien, "Employment and Hiring Patterns for Faculty of Color," American Council on Education, Research Briefs, volume 4, number 6, table 4, 1993.

estimating the even year new hires. They found an estimated total of about 390,466 new full-time hires between 1981 and 1991 and a net gain of about 53,247 faculty. Overall, this means that one out of every seven new hires leads to a net increase in the number of faculty, for a ratio of new hires to net gains of 7 percent.

In contrast, their research also showed that the ratio of new faculty hires to net gains in faculty were smaller for minority faculty; therefore, minority faculty experienced a larger net increase in the number of faculty for each new hire than the net increase for each new hire overall. The ratio of new hires to net gains was about 2 to 1 for Asians and Pacific Islanders and about 4 to 1 for blacks compared with 7 to 1 overall.

Historical comparisons of full-time faculty new hires. In 1977, there were 37,302 new full-time faculty hires (table 3-1). The number of new full-time faculty hires peaked in 1989 with 41,157 new faculty added at institutions of higher education. This number declined sharply in 1991, rebounded slightly in 1993, and reached an all-time low in 1995 at 30,785. Throughout these three decades, whites have composed the vast majority of new hires, followed by blacks and Asians and Pacific Islanders.

Table 3-1. Number of newly hired full-time faculty in institutions of higher education, by race/ethnicity: 50 states and the District of Columbia, selected years, 1977-95

Year	Total	White, non-Hispanic	Minorities				
			Total minority	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
1977.....	37,302	33,225	4,077	2,004	690	1,264	119
1989.....	41,157	34,388	6,769	2,675	1,218	2,694	182
1991.....	33,356	27,159	6,197	2,324	1,200	2,507	166
1993.....	34,557	27,419	5,265	2,190	1,081	1,838	156
1995.....	30,785	23,883	4,875	1,840	983	1,866	186

NA = Not available.

NOTE: Details may not add to totals for some years due to missing data. 1993 was the first year that nonresident aliens and race/ethnicity unknown were separate categories. For this reason, the number of new hires between 1991 and 1993 decreased in certain categories, especially Asian or Pacific Islander and white. For 1993 and 1995, nonresident aliens and race/ethnicity were included in the total for each respective year. In 1993, there were 1,609 in the nonresident aliens category and 264 in the race/ethnicity unknown category. In 1995, there were 1,527 in the nonresident aliens category and 500 in the race/ethnicity unknown category. Between 1977 and 1995, the number of institutions reporting varied by year. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1977, 1989, 1991; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993 and 1995.

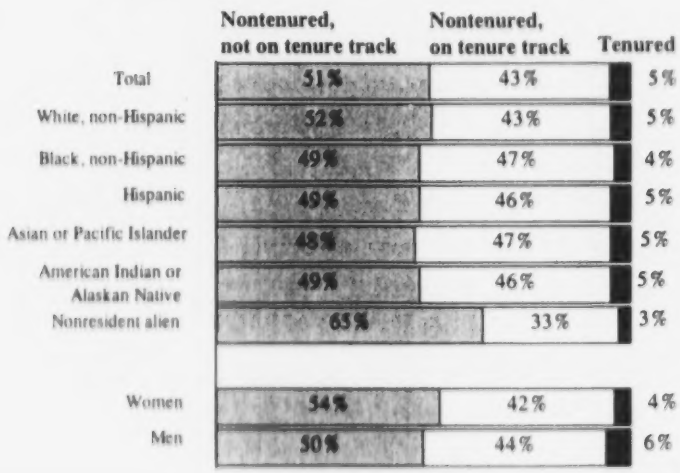
An examination of the number of new hires from 1993 to 1995 for each of the individual racial/ethnic categories showed that new hires were declining for several racial/ethnic groups. New hires of blacks dropped from 2,190 to 1,840, a 16 percent decrease. New hires of Hispanics declined by 9 percent and new hires of whites by 13 percent. Asian and Pacific Islander new hires and American Indian and Alaska Native new hires grew by 2 percent and 19 percent, respectively.

Tenure Status of New Full-Time Faculty Hires

In 1995, about one-half of new full-time faculty hires were not on a tenure track.

In 1995, about one-half (51 percent) of new full-time faculty hires were not on a tenure track. About 43 percent were on a tenure track but not tenured, and only 5 percent were tenured (figure 3-5). This is consistent with the data on the growth in the number of full-time faculty who were not in tenure track positions.

Figure 3-5. Percentage distribution of newly hired full-time faculty in institutions of higher education, by tenure status, race/ethnicity, and sex: 50 states and the District of Columbia, fall 1995



NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

It should also be noted that 2-year institutions often do not have tenure systems so all faculty at these institutions are categorized as nontenured, not on a tenure track. This has a significant impact on the percentage of staff classified as nontenured, not on a tenure track at 2-year institutions. For example, at 2-year institutions,[18] 40 percent of the faculty were classified as nontenured, not on a tenure track (figure 3-6). This percentage was significantly lower at 4-year

[18] Less-than-2-year institutions were also included in the calculation of tenure rates at 2-year institutions.

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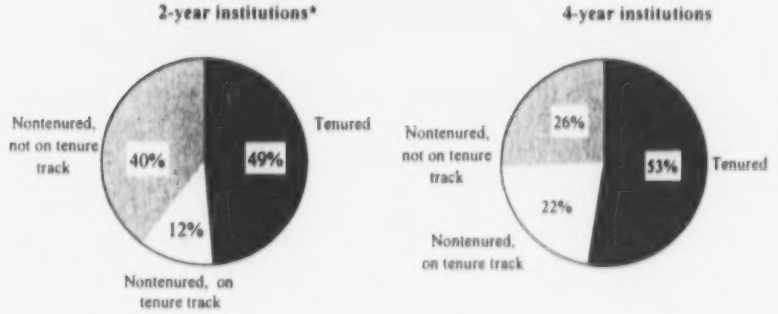
institutions where only 26 percent of full-time faculty were classified as nontenured, not on a tenure track.

Figure 3-6. Percentage distribution of newly hired full-time faculty in institutions of higher education, by institution level and tenure status: 50 states and the District of Columbia, fall 1995



*Less than 2-year institutions were included in the calculation of tenure rates at 2-year institutions.

NOTE: Because of rounding, percents may not add to 100. Faculty includes those whose principal activity is instruction, research, or public service.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Tenure status by sex. Newly hired full-time faculty of both sexes were tenured, or on a tenure track but not tenured, and not on a tenure track at about the same rates. Women had slightly higher rates of not being in tenure track positions (54 percent) compared with their male counterparts (50 percent). About 42 percent of women and 44 percent of men were nontenured but on a tenure track, and 4 percent of women and 6 percent of men were tenured.

Tenure status by race/ethnicity. For all minority groups, new hires were almost equally divided between those that were not on a tenure track and those on a tenure track but not tenured. A small proportion of the newly hired minority faculty (4-5 percent) were tenured. For whites, the majority of new hires were not on a tenure track (52 percent), 43 percent were on a tenure track but not tenured, and 5 percent were tenured. Among nonresident aliens, 65 percent of newly hired full-time faculty were not on a tenure track.

Appendix A

Detailed Tables for Postsecondary Institutions

Table A-1. Number of employees in postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,770,704	1,319,656	1,451,048	1,868,157	882,645	985,512	902,547	437,011	465,536
Professional staff	1,831,016	983,492	847,524	1,118,541	612,727	505,814	712,475	370,765	341,710
Executive/administrative/managerial	163,314	89,046	74,268	155,053	85,410	69,643	8,261	3,636	4,625
Faculty (instruction/research/public service)	988,441	588,267	400,174	580,470	372,929	207,541	407,971	215,338	192,633
Instruction/research assistants	219,218	125,522	93,696	NA	NA	NA	219,218	125,522	93,696
Other professional (support/service)	460,043	180,657	279,386	383,018	154,388	228,630	77,025	26,269	50,756
Nonprofessional staff	939,688	336,164	603,524	749,616	269,918	479,698	190,072	66,246	123,826
Technical and paraprofessionals	191,072	77,293	113,779	143,690	60,010	83,680	47,382	17,283	30,099
Clerical and secretarial	453,372	55,928	397,444	357,729	33,781	323,948	95,643	22,147	73,496
Skilled crafts	65,246	60,911	4,335	61,752	58,491	3,261	3,494	2,420	1,074
Service/maintenance	229,998	142,032	87,966	186,445	117,636	68,809	43,553	24,396	19,157
Public	1,897,257	910,237	987,020	1,246,072	595,199	650,873	651,185	315,038	336,147
Professional staff	1,253,390	678,108	575,282	734,444	408,950	325,494	518,946	269,158	249,788
Executive/administrative/managerial	84,716	50,012	34,704	81,107	48,293	32,814	3,609	1,719	1,890
Faculty (instruction/research/public service)	674,430	400,148	274,282	396,057	255,576	140,481	278,373	144,572	133,801
Instruction/research assistants	183,137	105,042	78,095	NA	NA	NA	183,137	105,042	78,095
Other professional (support/service)	311,107	122,906	188,201	257,280	105,081	152,199	53,827	17,825	36,002
Nonprofessional staff	643,867	232,129	411,738	511,628	186,249	325,379	132,239	45,880	86,359
Technical and paraprofessionals	140,365	55,791	84,574	103,390	42,575	60,815	36,975	13,216	23,759
Clerical and secretarial	301,456	36,794	264,662	235,460	20,679	214,781	65,996	16,115	49,881
Skilled crafts	48,042	44,816	3,226	45,522	43,053	2,469	2,520	1,763	757
Service/maintenance	154,004	94,728	59,276	127,256	79,942	47,314	26,748	14,786	11,962
Private, nonprofit	794,639	376,353	418,286	573,069	268,261	304,808	221,570	108,092	113,478
Professional staff	512,379	276,510	235,869	344,651	187,286	157,365	167,728	89,224	78,504
Executive/administrative/managerial	65,926	33,764	32,162	62,328	32,230	30,098	3,598	1,534	2,064
Faculty (instruction/research/public service)	273,605	168,837	104,768	165,149	108,542	56,607	108,456	60,295	48,161
Instruction/research assistants	33,623	19,245	14,378	NA	NA	NA	33,623	19,245	14,378
Other professional (support/service)	139,225	54,664	84,561	117,174	46,514	70,660	22,051	8,150	13,901
Nonprofessional staff	282,260	99,843	182,417	228,418	80,975	147,443	53,842	18,868	34,974
Technical and paraprofessionals	48,692	20,660	28,032	38,791	16,800	21,991	9,901	3,860	6,041
Clerical and secretarial	143,627	18,199	125,428	116,015	12,427	103,588	27,612	5,772	21,840
Skilled crafts	16,822	15,857	965	15,969	15,257	712	853	600	253
Service/maintenance	73,119	45,127	27,992	57,643	36,491	21,152	15,476	8,636	6,840
Private, for profit	78,808	33,066	45,742	49,016	19,185	29,831	29,792	13,881	15,911
Professional staff	65,247	28,874	36,373	39,446	16,491	22,955	25,801	12,383	13,418
Executive/administrative/managerial	12,672	5,270	7,402	11,618	4,887	6,731	1,054	383	671
Faculty (instruction/research/public service)	40,406	19,282	21,124	19,264	8,811	10,453	21,142	10,471	10,671
Instruction/research assistants	2,458	1,235	1,223	NA	NA	NA	2,458	1,235	1,223
Other professional (support/service)	9,711	3,087	6,624	8,564	2,793	5,771	1,147	294	853
Nonprofessional staff	13,561	4,192	9,369	9,570	2,694	6,876	3,991	1,498	2,493
Technical and paraprofessionals	2,015	842	1,173	1,509	635	874	506	207	299
Clerical and secretarial	8,289	935	7,354	6,254	675	5,579	2,035	260	1,775
Skilled crafts	382	238	144	261	181	80	121	57	64
Service/maintenance	2,875	2,177	698	1,546	1,203	343	1,329	974	355

NA = Not applicable

NOTE: Instruction/research assistants are defined as part time only

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1995

Table A-1a. Percentage distribution of men and women employees in postsecondary institutions, by primary occupation and control of institution and by employment status: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,770,704	47.6	52.4	67.4	47.2	52.8	32.6	48.4	51.6
Professional staff	1,831,016	53.7	46.3	61.1	54.8	45.2	38.9	52.0	48.0
Executive/administrative/managerial	163,314	54.5	45.5	94.9	55.1	44.9	5.1	44.0	56.0
Faculty (instruction/research/public service)	988,441	59.5	40.5	58.7	64.2	35.8	41.3	52.8	47.2
Instruction/research assistants	219,218	57.3	42.7	NA	NA	NA	100.0	57.3	42.7
Other professional (support/service)	460,043	39.3	60.7	83.3	40.3	59.7	16.7	34.1	65.9
Nonprofessional staff	939,688	35.8	64.2	79.8	36.0	64.0	20.2	34.9	65.1
Technical and paraprofessionals	191,072	40.5	59.5	75.2	41.8	58.2	24.8	36.5	63.5
Clerical and secretarial	453,372	12.3	87.7	78.9	9.4	90.6	21.1	23.2	76.8
Skilled crafts	65,246	93.4	6.6	94.6	94.7	5.3	5.4	69.3	30.7
Service/maintenance	229,998	61.8	38.2	81.1	63.1	36.9	18.9	56.0	44.0
Public	1,897,257	48.0	52.0	65.7	47.8	52.2	34.3	48.4	51.6
Professional staff	1,253,390	54.1	45.9	58.6	55.7	44.3	41.4	51.9	48.1
Executive/administrative/managerial	84,716	59.0	41.0	95.7	59.5	40.5	4.3	47.6	52.4
Faculty (instruction/research/public service)	674,430	59.3	40.7	58.7	64.5	35.5	41.3	51.9	48.1
Instruction/research assistants	183,137	57.4	42.6	NA	NA	NA	100.0	57.4	42.6
Other professional (support/service)	311,107	39.5	60.5	82.7	40.8	59.2	17.3	33.1	66.9
Nonprofessional staff	643,867	36.1	63.9	79.5	36.4	63.6	20.5	34.7	65.3
Technical and paraprofessionals	140,365	39.7	60.3	73.7	41.2	58.8	26.3	35.7	64.3
Clerical and secretarial	301,456	12.2	87.8	78.1	8.8	91.2	21.9	24.4	75.6
Skilled crafts	48,042	93.3	6.7	94.8	94.6	5.4	5.2	70.0	30.0
Service/maintenance	154,004	61.5	38.5	82.6	62.8	37.2	17.4	55.3	44.7
Private, nonprofit	794,639	47.4	52.6	72.1	46.8	53.2	27.9	48.8	51.2
Professional staff	512,379	54.0	46.0	67.3	54.3	45.7	32.7	53.2	46.8
Executive/administrative/managerial	65,926	51.2	48.8	94.5	51.7	48.3	5.5	42.6	57.4
Faculty (instruction/research/public service)	273,605	61.7	38.3	60.4	65.7	34.3	39.6	55.6	44.4
Instruction/research assistants	33,623	57.2	42.8	NA	NA	NA	100.0	57.2	42.8
Other professional (support/service)	139,225	39.3	60.7	84.2	39.7	60.3	15.8	37.0	63.0
Nonprofessional staff	282,260	35.4	64.6	80.9	35.5	64.5	19.1	35.0	65.0
Technical and paraprofessionals	48,692	42.4	57.6	79.7	43.3	56.7	20.3	39.0	61.0
Clerical and secretarial	143,627	12.7	87.3	80.8	10.7	89.3	19.2	20.9	79.1
Skilled crafts	16,822	94.3	5.7	94.9	95.5	4.5	5.1	70.3	29.7
Service/maintenance	73,119	61.7	38.3	78.8	63.3	36.7	21.2	55.8	44.2
Private, for profit	78,808	42.0	58.0	62.2	39.1	60.9	37.8	46.6	53.4
Professional staff	65,247	44.3	55.7	60.5	41.8	58.2	39.5	48.0	52.0
Executive/administrative/managerial	12,672	41.6	58.4	91.7	42.1	57.9	8.3	36.3	63.7
Faculty (instruction/research/public service)	40,406	47.7	52.3	47.7	45.7	54.3	52.3	49.5	50.5
Instruction/research assistants	2,458	50.2	49.8	NA	NA	NA	100.0	50.2	49.8
Other professional (support/service)	9,711	31.8	68.2	68.2	32.6	67.4	11.8	25.6	74.4
Nonprofessional staff	13,561	30.9	69.1	70.6	28.2	71.8	29.4	37.5	62.5
Technical and paraprofessionals	2,015	41.8	58.2	74.9	42.1	57.9	25.1	40.9	59.1
Clerical and secretarial	8,289	11.3	88.7	75.4	10.8	89.2	24.6	12.8	87.2
Skilled crafts	382	62.3	37.7	68.3	69.3	30.7	31.7	47.1	52.9
Service/maintenance	2,875	75.7	24.3	53.8	77.8	22.2	46.2	73.3	26.7

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table A-1b. Number and percentage distribution of professional and nonprofessional employees in postsecondary institutions, by primary occupation and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		Men		Women	
	Total	Percent of total	Total men	Percent of men	Total women	Percent of women
Total	2,770,704	NA	1,319,656	47.6	1,451,048	52.4
Professional staff	1,831,016	100.0	983,492	100.0	847,524	100.0
Executive/administrative/managerial	163,314	8.9	89,046	9.1	74,268	8.8
Faculty (instruction/research/public service)	988,441	54.0	588,267	59.8	400,174	47.2
Instruction/research assistants	219,218	12.0	125,522	12.8	93,696	11.1
Other professional (support/service)	460,043	25.1	180,657	18.4	279,386	33.0
Nonprofessional staff	939,688	100.0	336,164	100.0	603,524	100.0
Technical and paraprofessionals	191,072	20.3	77,293	23.0	113,779	18.9
Clerical and secretarial	453,372	48.2	55,928	16.6	397,444	65.9
Skilled crafts	65,246	6.9	60,911	18.1	4,335	0.7
Service/maintenance	229,998	24.5	142,032	42.3	87,966	14.6
Public	1,897,257	NA	910,237	48.0	987,020	52.0
Professional staff	1,253,390	100.0	678,108	100.0	575,282	100.0
Executive/administrative/managerial	84,716	6.8	50,012	7.4	34,704	6.0
Faculty (instruction/research/public service)	674,430	53.8	400,148	59.0	274,282	47.7
Instruction/research assistants	183,137	14.6	105,042	15.5	78,095	13.6
Other professional (support/service)	311,107	24.8	122,906	18.1	188,201	32.7
Nonprofessional staff	643,867	100.0	232,129	100.0	411,738	100.0
Technical and paraprofessionals	140,365	21.8	55,791	24.0	84,574	20.5
Clerical and secretarial	301,456	46.8	36,794	15.9	264,662	64.3
Skilled crafts	48,042	7.5	44,816	19.3	3,226	0.8
Service/maintenance	154,004	23.9	94,728	40.8	59,276	14.4
Private, nonprofit	794,639	NA	376,353	47.4	418,286	52.6
Professional staff	512,379	100.0	276,510	100.0	235,869	100.0
Executive/administrative/managerial	65,926	12.9	33,764	12.2	32,162	13.6
Faculty (instruction/research/public service)	273,605	53.4	168,837	61.1	104,768	44.4
Instruction/research assistants	33,623	6.6	19,245	7.0	14,378	6.1
Other professional (support/service)	139,225	27.2	54,664	19.8	84,561	35.9
Nonprofessional staff	282,260	100.0	99,843	100.0	182,417	100.0
Technical and paraprofessionals	48,692	17.3	20,660	20.7	28,032	15.4
Clerical and secretarial	143,627	50.9	18,199	18.2	125,428	68.8
Skilled crafts	16,822	6.0	15,857	15.9	965	0.5
Service/maintenance	73,119	25.9	45,127	45.2	27,992	15.3
Private, for profit	78,808	NA	33,066	42.0	45,742	58.0
Professional staff	65,247	100.0	28,874	100.0	36,373	100.0
Executive/administrative/managerial	12,672	19.4	5,270	18.3	7,402	20.4
Faculty (instruction/research/public service)	40,406	61.9	19,282	66.8	21,124	58.1
Instruction/research assistants	2,458	3.8	1,235	4.3	1,223	3.4
Other professional (support/service)	9,711	14.9	3,087	10.7	6,624	18.2
Nonprofessional staff	13,561	100.0	4,192	100.0	9,369	100.0
Technical and paraprofessionals	2,015	14.9	842	20.1	1,173	12.5
Clerical and secretarial	8,289	61.1	935	22.3	7,354	78.5
Skilled crafts	382	2.8	238	5.7	144	1.5
Service/maintenance	2,875	21.2	2,177	51.9	698	7.5

NA = Not applicable

NOTE: Because of rounding, details may not add to totals

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

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Table A-1c. Percentage distribution of all employees in postsecondary institutions, by primary occupation and control of institution and by employment status, and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,770,704	1,319,656	1,451,048	1,868,157	882,645	985,512	902,547	437,011	465,536
Professional staff	66.1	74.5	58.4	59.9	69.4	51.3	78.9	84.8	73.4
Executive/administrative/managerial	5.9	6.7	5.1	8.3	9.7	7.1	0.9	0.8	1.0
Faculty (instruction/research/public service)	35.7	44.6	27.6	31.1	42.3	21.1	45.2	49.3	41.4
Instruction/research assistants	7.9	9.5	6.5	NA	NA	NA	24.3	28.7	20.1
Other professional (support/service)	16.6	13.7	19.3	20.5	17.5	23.2	8.5	6.0	10.9
Nonprofessional staff	33.9	25.5	41.6	40.1	30.6	48.7	21.1	15.2	26.6
Technical and paraprofessionals	6.9	5.9	7.8	7.7	6.8	8.5	5.2	4.0	6.5
Clerical and secretarial	16.4	4.2	27.4	19.1	3.8	32.9	10.6	5.1	15.8
Skilled crafts	2.4	4.6	0.3	3.3	6.6	0.3	0.4	0.6	0.2
Service/maintenance	8.3	10.8	6.1	10.0	13.3	7.0	4.8	5.6	4.1
Public	1,897,257	910,237	987,020	1,246,072	595,199	650,873	651,185	315,038	336,147
Professional staff	66.1	74.5	58.3	58.9	68.7	50.0	79.7	85.4	74.3
Executive/administrative/managerial	4.5	5.5	3.5	6.5	8.1	5.0	0.6	0.5	0.6
Faculty (instruction/research/public service)	35.5	44.0	27.8	31.8	42.9	21.6	42.7	45.9	39.8
Instruction/research assistants	9.7	11.5	7.9	NA	NA	NA	28.1	33.3	23.2
Other professional (support/service)	16.4	13.5	19.1	20.6	17.7	23.4	8.3	5.7	10.7
Nonprofessional staff	33.9	25.5	41.7	41.1	31.3	50.0	20.3	14.6	25.7
Technical and paraprofessionals	7.4	6.1	8.6	8.3	7.2	9.3	5.7	4.2	7.1
Clerical and secretarial	15.9	4.0	26.8	18.9	3.5	33.0	10.1	5.1	14.8
Skilled crafts	2.5	4.9	0.3	3.7	7.2	0.4	0.4	0.6	0.2
Service/maintenance	8.1	10.4	6.0	10.2	13.4	7.3	4.1	4.7	3.6
Private, nonprofit	794,639	376,353	418,286	573,069	268,261	304,808	221,570	108,092	113,478
Professional staff	64.5	73.5	56.4	60.1	69.8	51.6	75.7	82.5	69.2
Executive/administrative/managerial	8.3	9.0	7.7	10.9	12.0	9.9	1.6	1.4	1.8
Faculty (instruction/research/public service)	34.4	44.9	25.0	28.8	40.5	18.6	48.9	55.8	42.4
Instruction/research assistants	4.2	5.1	3.4	NA	NA	NA	15.2	17.8	12.7
Other professional (support/service)	17.5	14.5	20.2	20.4	17.3	23.2	10.0	7.5	12.2
Nonprofessional staff	35.5	26.5	43.6	39.9	30.2	48.4	24.3	17.5	30.8
Technical and paraprofessionals	6.1	5.5	6.7	6.8	6.3	7.2	4.5	3.6	5.3
Clerical and secretarial	18.1	4.8	30.0	20.2	4.6	34.0	12.5	5.3	19.2
Skilled crafts	2.1	4.2	0.2	2.8	5.7	0.2	0.4	0.6	0.2
Service/maintenance	9.2	12.0	6.7	10.1	13.6	6.9	7.0	8.0	6.0
Private, for profit	78,808	33,066	45,742	49,016	19,185	29,831	29,792	13,881	15,911
Professional staff	82.8	87.3	79.5	80.5	86.0	77.0	86.6	89.2	84.3
Executive/administrative/managerial	16.1	15.9	16.2	23.7	25.5	22.6	3.5	2.8	4.2
Faculty (instruction/research/public service)	51.3	58.3	46.2	39.3	45.9	35.0	71.0	75.4	67.1
Instruction/research assistants	3.1	3.7	2.7	NA	NA	NA	8.3	8.9	7.7
Other professional (support/service)	12.3	9.3	14.5	17.5	14.6	19.3	3.9	2.1	5.4
Nonprofessional staff	17.2	12.7	20.5	19.5	14.0	23.0	13.4	10.8	15.7
Technical and paraprofessionals	2.6	2.5	2.6	3.1	3.3	2.9	1.7	1.5	1.9
Clerical and secretarial	10.5	2.8	16.1	12.8	3.5	18.7	6.8	1.9	11.2
Skilled crafts	0.5	0.7	0.3	0.5	0.9	0.3	0.4	0.4	0.4
Service/maintenance	3.6	6.6	1.5	3.2	6.3	1.1	4.5	7.0	2.2

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-1d. Percentage distribution of full-time and part-time employees in postsecondary institutions, by primary occupation and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	13.9	13.9	13.8	1.2	1.0	1.4
Faculty (instruction/research/public service)	51.9	60.9	41.0	57.3	58.1	56.4
Instruction/research assistants	NA	NA	NA	30.8	33.9	27.4
Other professional (support/service)	34.2	25.2	45.2	10.8	7.1	14.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.2	22.2	17.4	24.9	26.1	24.3
Clerical and secretarial	47.7	12.5	67.5	50.3	33.4	59.4
Skilled crafts	8.2	21.7	0.7	1.8	3.7	0.9
Service/maintenance	24.9	43.6	14.3	22.9	36.8	15.5
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managenal	11.0	11.8	10.1	0.7	0.6	0.8
Faculty (instruction/research/public service)	53.9	62.5	43.2	53.6	53.7	53.6
Instruction/research assistants	NA	NA	NA	35.3	39.0	31.3
Other professional (support/service)	35.0	25.7	46.8	10.4	6.6	14.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	20.2	22.9	18.7	28.0	28.8	27.5
Clerical and secretarial	46.0	11.1	66.0	49.9	35.1	57.8
Skilled crafts	8.9	23.1	0.8	1.9	3.8	0.9
Service/maintenance	24.9	42.9	14.5	20.2	32.2	13.9
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	18.1	17.2	19.1	2.1	1.7	2.6
Faculty (instruction/research/public service)	47.9	58.0	36.0	64.7	67.6	61.3
Instruction/research assistants	NA	NA	NA	20.0	21.6	18.3
Other professional (support/service)	34.0	24.8	44.9	13.1	9.1	17.7
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.0	20.7	14.9	18.4	20.5	17.3
Clerical and secretarial	50.8	15.3	70.3	51.3	30.6	62.4
Skilled crafts	7.0	18.8	0.5	1.6	3.2	0.7
Service/maintenance	25.2	45.1	14.3	28.7	45.8	19.6
Private, for-profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	29.5	29.6	29.3	4.1	3.1	5.0
Faculty (instruction/research/public service)	48.8	53.4	45.5	81.9	84.6	79.5
Instruction/research assistants	NA	NA	NA	9.5	10.0	9.1
Other professional (support/service)	21.7	16.9	25.1	4.4	2.4	6.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	15.8	23.6	12.7	12.7	13.8	12.0
Clerical and secretarial	65.4	25.1	81.1	51.0	17.4	71.2
Skilled crafts	2.7	6.7	1.2	3.0	3.8	2.6
Service/maintenance	16.2	44.7	5.0	33.3	65.0	14.2

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-1e. Percentage change in the number of employees in postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993 and 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	1.6	1.0	2.1	0.2	-0.3	0.6	4.6	3.8	5.3
Professional staff	3.0	1.6	4.7	2.0	0.7	3.7	4.5	3.0	6.1
Executive/administrative/managerial	1.7	-0.5	4.4	1.3	-0.9	4.3	8.3	10.3	6.8
Faculty (instruction/research/public service)	1.6	0.1	3.7	0.9	-0.9	4.3	2.5	1.9	3.0
Instruction/research assistants	8.0	4.2	13.5	NA	NA	NA	8.0	4.2	13.5
Other professional (support/service)	4.3	5.8	3.4	4.1	5.8	3.0	5.7	6.0	5.6
Nonprofessional staff	-1.1	-0.5	-1.4	-2.4	-2.4	-2.5	4.9	8.3	3.1
Technical and paraprofessionals	0.3	2.0	-0.8	-2.7	-1.4	-3.6	10.5	15.9	7.6
Clerical and secretarial	-0.2	-0.6	-0.1	-1.5	-7.1	-0.8	5.1	11.0	3.4
Skilled crafts	-2.1	-0.1	-23.9	-1.6	*	-23.8	-10.3	-2.2	-24.5
Service/maintenance	-3.5	-1.9	-6.1	-4.4	-2.7	-7.1	0.3	2.3	-2.2
Public	2.9	1.9	3.8	1.6	0.6	2.5	5.5	4.5	6.6
Professional staff	3.0	1.2	5.3	2.6	0.5	5.2	3.7	2.1	5.5
Executive/administrative/managerial	2.2	-2.0	9.1	2.0	-2.3	9.0	9.0	7.4	10.5
Faculty (instruction/research/public service)	0.9	-0.3	2.7	0.8	-1.1	4.4	1.0	1.1	1.0
Instruction/research assistants	5.4	2.0	10.4	NA	NA	NA	5.4	2.0	10.4
Other professional (support/service)	6.8	7.1	6.7	5.6	6.2	5.2	13.1	12.5	13.4
Nonprofessional staff	2.6	4.0	1.8	0.2	0.7	-0.1	13.1	20.4	9.6
Technical and paraprofessionals	5.1	6.5	4.2	2.5	3.2	2.0	13.2	18.9	10.3
Clerical and secretarial	2.6	11.5	1.5	-0.3	-0.9	-0.2	14.4	32.8	9.5
Skilled crafts	1.5	2.2	-7.2	1.3	1.9	-8.0	6.5	12.0	-4.5
Service/maintenance	0.6	0.9	0.3	-1.2	-0.9	-1.9	10.7	11.3	9.9
Private, nonprofit	-0.8	-0.7	-0.9	-2.0	-1.7	-2.2	2.4	1.9	2.8
Professional staff	2.8	1.8	3.9	1.2	0.6	1.8	6.2	4.4	8.3
Executive/administrative/managerial	3.2	2.0	4.4	2.4	1.3	3.6	17.5	18.0	17.1
Faculty (instruction/research/public service)	2.6	0.2	6.7	1.0	-0.9	4.8	5.2	2.3	9.1
Instruction/research assistants	19.0	14.9	25.0	NA	NA	NA	19.0	14.9	25.0
Other professional (support/service)	-0.5	2.5	-2.3	0.7	3.7	-1.2	-6.4	-3.8	-7.8
Nonprofessional staff	-6.7	-6.9	-6.5	-6.4	-6.6	-6.2	-8.0	-8.4	-7.7
Technical and paraprofessionals	-10.1	-7.3	-12.1	-13.0	-10.3	-15.0	3.2	8.5	0.1
Clerical and secretarial	-4.2	-9.5	-3.3	-2.9	-7.1	-2.4	-9.1	-14.1	-7.7
Skilled crafts	-6.7	-4.0	-35.9	-5.7	-3.7	-35.4	-21.2	-11.8	-37.2
Service/maintenance	-9.0	-6.7	-12.5	-8.4	-5.8	-12.5	-11.3	-10.3	-12.5
Private, for profit	-4.3	-1.9	-6.0	-7.4	-5.7	-8.4	1.1	4.0	-1.2
Professional staff	3.9	9.7	-0.3	0.5	6.7	-3.5	9.4	14.0	5.5
Executive/administrative/managerial	-8.6	-1.8	-12.9	-7.9	-1.7	-11.9	-15.9	-3.0	-21.8
Faculty (instruction/research/public service)	6.1	10.0	2.7	3.8	6.4	1.7	8.2	13.3	3.6
Instruction/research assistants	124.5	59.8	279.8	NA	NA	NA	124.5	59.8	279.8
Other professional (support/service)	-0.5	16.1	-6.7	6.2	26.8	-1.6	-32.1	-35.4	-30.9
Nonprofessional staff	-30.6	-43.2	-23.0	-30.0	-44.9	-21.7	-32.1	-39.8	-26.5
Technical and paraprofessionals	-27.3	-23.2	-29.9	-29.2	-25.9	-31.5	-20.7	-13.8	-24.9
Clerical and secretarial	-20.1	-70.6	2.1	-15.7	-67.7	4.7	-31.3	-76.1	-5.2
Skilled crafts	-71.5	-61.7	-79.9	-70.7	-55.0	-83.7	-72.9	-74.2	-71.8
Service/maintenance	-43.2	-12.3	-73.0	-52.1	-22.0	-79.7	-27.5	3.7	-60.3

*Less than .05 percent

NA = Not applicable

NOTE: For 1995 data, see table A-1, and for 1993 data, see Appendix E, table E-5. Instruction/research assistants are defined as part time only. For institutions that completed the 1993 Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

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Table A-2. Number of employees in 4-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,170,685	1,052,079	1,118,606	1,551,766	745,851	805,915	618,919	306,228	312,691
Professional staff	1,401,976	774,554	627,424	915,014	514,161	400,853	486,964	260,393	226,571
Executive/administrative/managerial	124,947	69,594	55,353	119,492	67,175	52,317	5,455	2,419	3,036
Faculty (instruction/research/public service)	656,310	420,813	235,497	452,116	307,443	144,673	204,194	113,370	90,824
Instruction/research assistants	212,415	122,443	89,972	NA	NA	NA	212,415	122,443	89,972
Other professional (support/service)	408,306	161,704	246,602	343,406	139,543	203,863	64,900	22,161	42,739
Nonprofessional staff	768,707	277,525	491,182	636,752	231,690	405,062	131,955	45,835	86,120
Technical and paraprofessionals	154,283	63,280	91,003	120,862	51,074	69,788	33,421	12,206	21,215
Clerical and secretarial	363,433	44,248	319,185	300,240	29,916	270,324	63,193	14,332	48,861
Skilled crafts	57,919	54,698	3,221	55,673	53,046	2,627	2,246	1,652	594
Service/maintenance	193,072	115,299	77,773	159,977	97,654	62,323	33,095	17,645	15,450
Public	1,383,605	676,172	707,433	987,071	480,129	506,942	396,534	196,043	200,491
Professional staff	893,452	497,278	396,174	576,423	328,645	247,778	317,029	168,633	148,396
Executive/administrative/managerial	60,603	36,406	24,197	58,530	35,448	23,082	2,073	958	1,115
Faculty (instruction/research/public service)	384,451	250,614	133,837	291,089	199,905	91,184	93,362	50,709	42,653
Instruction/research assistants	178,373	102,847	75,526	NA	NA	NA	178,373	102,847	75,526
Other professional (support/service)	270,025	107,411	162,614	226,804	93,292	133,512	43,221	14,119	29,102
Nonprofessional staff	490,153	178,894	311,259	410,648	151,484	259,164	79,505	27,410	52,095
Technical and paraprofessionals	106,184	42,797	63,387	82,354	34,358	47,996	23,830	8,439	15,391
Clerical and secretarial	221,389	26,120	195,269	185,189	17,490	167,699	36,200	8,630	27,570
Skilled crafts	41,287	38,993	2,294	39,877	37,930	1,947	1,410	1,063	347
Service/maintenance	121,293	70,984	50,309	103,228	61,706	41,522	18,065	9,278	8,787
Private, nonprofit	770,912	367,081	403,831	557,923	262,596	295,327	212,989	104,485	108,504
Professional staff	494,719	269,187	225,532	333,595	182,858	150,737	161,124	86,329	74,795
Executive/administrative/managerial	63,063	32,538	30,525	59,770	31,123	28,647	3,293	1,415	1,878
Faculty (instruction/research/public service)	262,102	163,962	98,140	156,940	106,055	52,885	103,162	57,907	45,255
Instruction/research assistants	33,189	19,041	14,148	NA	NA	NA	33,189	19,041	14,148
Other professional (support/service)	136,365	53,646	82,719	114,885	45,680	69,205	21,480	7,966	13,514
Nonprofessional staff	276,193	97,894	178,299	224,328	79,738	144,590	51,865	18,156	33,709
Technical and paraprofessionals	47,761	20,300	27,461	38,266	16,593	21,673	9,495	3,707	5,788
Clerical and secretarial	140,475	17,890	122,585	113,728	12,249	101,479	26,747	5,641	21,106
Skilled crafts	16,583	15,672	911	15,775	15,101	674	808	571	237
Service/maintenance	71,374	44,032	27,342	56,559	35,795	20,764	14,815	8,237	6,578
Private, for profit	16,168	8,826	7,342	6,772	3,126	3,646	9,396	5,700	3,696
Professional staff	13,807	8,089	5,718	4,996	2,658	2,338	8,811	5,431	3,380
Executive/administrative/managerial	1,281	650	631	1,192	604	588	89	46	43
Faculty (instruction/research/public service)	9,757	6,237	3,520	2,087	1,483	604	7,670	4,754	2,916
Instruction/research assistants	853	555	298	NA	NA	NA	853	555	298
Other professional (support/service)	1,916	647	1,269	1,717	571	1,146	199	76	123
Nonprofessional staff	2,361	737	1,624	1,776	468	1,308	585	269	316
Technical and paraprofessionals	338	183	155	242	123	119	96	60	36
Clerical and secretarial	1,569	238	1,331	1,323	177	1,146	246	61	185
Skilled crafts	49	33	16	21	15	6	28	18	10
Service/maintenance	405	283	122	190	153	37	215	130	85

NA = Not applicable

NOTE Instruction/research assistants are defined as part time only

SOURCE U S Department of Education. National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995

Table A-2a. Percentage distribution of men and women in 4-year postsecondary institutions, by primary occupation and control of institution and by employment status: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,170,685	48.5	51.5	71.5	48.1	51.9	28.5	49.5	50.5
Professional staff	1,401,978	55.2	44.8	65.3	56.2	43.8	34.7	53.5	46.5
Executive/administrative/managerial	124,947	55.7	44.3	95.6	56.2	43.8	4.4	44.3	55.7
Faculty (instruction/research/public service)	656,310	64.1	35.9	68.9	68.0	32.0	31.1	55.5	44.5
Instruction/research assistants	212,415	57.6	42.4	NA	NA	NA	100.0	57.6	42.4
Other professional (support/service)	408,306	39.6	60.4	84.1	40.6	59.4	15.9	34.1	65.9
Nonprofessional staff	768,707	36.1	63.9	82.8	36.4	63.6	17.2	34.7	65.3
Technical and paraprofessionals	154,283	41.0	59.0	78.3	42.3	57.7	21.7	36.5	63.5
Clerical and secretarial	363,433	12.2	87.8	82.6	10.0	90.0	17.4	22.7	77.3
Skilled crafts	57,919	94.4	5.6	96.1	95.3	4.7	3.9	73.6	26.4
Service/maintenance	193,072	59.7	40.3	82.9	61.0	39.0	17.1	53.3	46.7
Public	1,383,605	48.9	51.1	71.3	48.6	51.4	28.7	49.4	50.6
Professional staff	893,452	55.7	44.3	64.5	57.0	43.0	35.5	53.2	46.8
Executive/administrative/managerial	60,603	60.1	39.9	96.6	60.6	39.4	3.4	46.2	53.8
Faculty (instruction/research/public service)	384,451	65.2	34.8	75.7	68.7	31.3	24.3	54.3	45.7
Instruction/research assistants	178,373	57.7	42.3	NA	NA	NA	100.0	57.7	42.3
Other professional (support/service)	270,025	39.8	60.2	84.0	41.1	58.9	16.0	32.7	67.3
Nonprofessional staff	490,153	36.5	63.5	83.8	36.9	63.1	16.2	34.5	65.5
Technical and paraprofessionals	106,184	40.3	59.7	77.6	41.7	58.3	22.4	35.4	64.6
Clerical and secretarial	221,389	11.8	88.2	83.6	9.4	90.6	16.4	23.8	76.2
Skilled crafts	41,287	94.4	5.6	96.6	95.1	4.9	3.4	75.4	24.6
Service/maintenance	121,293	58.5	41.5	85.1	59.8	40.2	14.9	51.4	48.6
Private, nonprofit	770,912	47.6	52.4	72.4	47.1	52.9	27.6	49.1	50.9
Professional staff	494,719	54.4	45.6	67.4	54.8	45.2	32.6	53.6	46.4
Executive/administrative/managerial	63,063	51.6	48.4	94.8	52.1	47.9	5.2	43.0	57.0
Faculty (instruction/research/public service)	262,102	62.6	37.4	60.6	66.7	33.3	39.4	56.1	43.9
Instruction/research assistants	33,189	57.4	42.6	NA	NA	NA	100.0	57.4	42.6
Other professional (support/service)	136,365	39.3	60.7	84.2	39.8	60.2	15.8	37.1	62.9
Nonprofessional staff	276,193	35.4	64.6	81.2	35.5	64.5	18.8	35.0	65.0
Technical and paraprofessionals	47,761	42.5	57.5	80.1	43.4	56.6	19.9	39.0	61.0
Clerical and secretarial	140,475	12.7	87.3	81.0	10.8	89.2	19.0	21.1	78.9
Skilled crafts	16,583	94.5	5.5	95.1	95.7	4.3	4.9	70.7	29.3
Service/maintenance	71,374	61.7	38.3	79.2	63.3	36.7	20.8	55.6	44.4
Private, for profit	16,168	54.6	45.4	41.9	46.2	53.8	58.1	60.7	39.3
Professional staff	13,807	58.6	41.4	36.2	53.2	46.8	63.8	61.6	38.4
Executive/administrative/managerial	1,281	50.7	49.3	93.1	50.7	49.3	6.9	51.7	48.3
Faculty (instruction/research/public service)	9,757	63.9	36.1	21.4	71.1	28.9	78.6	62.0	38.0
Instruction/research assistants	853	65.1	34.9	NA	NA	NA	100.0	65.1	34.9
Other professional (support/service)	1,916	33.8	66.2	89.6	33.3	66.7	10.4	38.2	61.8
Nonprofessional staff	2,361	31.2	68.8	75.2	26.4	73.6	24.8	46.0	54.0
Technical and paraprofessionals	338	54.1	45.9	71.6	50.8	49.2	28.4	62.5	37.5
Clerical and secretarial	1,569	15.2	84.8	84.3	13.4	86.6	15.7	24.8	75.2
Skilled crafts	49	67.3	32.7	42.9	71.4	28.6	57.1	64.3	35.7
Service/maintenance	405	69.9	30.1	46.9	80.5	19.5	53.1	60.5	39.5

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-2b. Percentage distribution of all employees in 4-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	59.0	68.9	49.7	78.7	85.0	72.5
Executive/administrative/managerial	7.7	9.0	6.5	0.9	0.8	1.0
Faculty (instruction/research/public service)	29.1	41.2	18.0	33.0	37.0	29.0
Instruction/research assistants	NA	NA	NA	34.3	40.0	28.8
Other professional (support/service)	22.1	18.7	25.3	10.5	7.2	13.7
Nonprofessional staff	41.0	31.1	50.3	21.3	15.0	27.5
Technical and paraprofessionals	7.8	6.8	8.7	5.4	4.0	6.8
Clerical and secretarial	19.3	4.0	33.5	10.2	4.7	15.6
Skilled crafts	3.6	7.1	0.3	0.4	0.5	0.2
Service/maintenance	10.3	13.1	7.7	5.3	5.8	4.9
Public	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	58.4	68.4	46.9	80.0	86.0	74.0
Executive/administrative/managerial	5.9	7.4	4.6	0.5	0.5	0.6
Faculty (instruction/research/public service)	29.5	41.6	18.0	23.5	25.9	21.3
Instruction/research assistants	NA	NA	NA	45.0	52.5	37.7
Other professional (support/service)	23.0	19.4	26.3	10.9	7.2	14.5
Nonprofessional staff	41.6	31.6	51.1	20.0	14.0	26.0
Technical and paraprofessionals	8.3	7.2	9.5	6.0	4.3	7.7
Clerical and secretarial	18.8	3.6	33.1	9.1	4.4	13.8
Skilled crafts	4.0	7.9	0.4	0.4	0.5	0.2
Service/maintenance	10.5	12.9	8.2	4.6	4.7	4.4
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	59.8	69.6	51.0	75.6	82.6	68.9
Executive/administrative/managerial	10.7	11.9	9.7	1.5	1.4	1.7
Faculty (instruction/research/public service)	28.5	40.4	17.9	48.4	55.4	41.7
Instruction/research assistants	NA	0.0	0.0	15.6	18.2	13.0
Other professional (support/service)	20.6	17.4	23.4	10.1	7.6	12.5
Nonprofessional staff	40.2	30.4	49.0	24.4	17.4	31.1
Technical and paraprofessionals	6.9	6.3	7.3	4.5	3.5	5.3
Clerical and secretarial	20.4	4.7	34.4	12.6	5.4	19.5
Skilled crafts	2.6	5.8	0.2	0.4	0.5	0.2
Service/maintenance	10.1	13.6	7.0	7.0	7.9	6.1
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	73.8	85.0	64.1	93.8	95.3	91.5
Executive/administrative/managerial	17.6	19.3	16.1	0.9	0.8	1.2
Faculty (instruction/research/public service)	30.8	47.4	16.6	81.6	83.4	78.9
Instruction/research assistants	NA	NA	NA	9.1	9.7	8.1
Other professional (support/service)	25.4	18.3	31.4	2.1	1.3	3.3
Nonprofessional staff	26.2	15.0	35.9	6.2	4.7	8.5
Technical and paraprofessionals	3.6	3.9	3.3	1.0	1.1	1.0
Clerical and secretarial	19.5	5.7	31.4	2.6	1.1	5.0
Skilled crafts	0.3	0.5	0.2	0.3	0.3	0.3
Service/maintenance	2.8	4.9	1.0	2.3	2.3	2.3

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-2c. Percentage change in the number of employees in 4-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993 and 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2.2	1.6	2.8	0.9	0.5	1.2	5.7	4.2	7.1
Professional staff	4.0	2.2	6.4	3.0	1.5	4.9	6.1	3.7	9.0
Executive/administrative/managerial	2.5	*	5.9	2.0	-0.4	5.3	15.0	11.6	17.9
Faculty (instruction/research/public service)	3.1	1.0	7.2	1.8	-0.2	6.1	6.3	4.4	8.8
Instruction/research assistants	6.2	2.7	11.3	NA	NA	NA	6.2	2.7	11.3
Other professional (support/service)	4.8	6.1	4.0	5.0	6.5	4.0	4.3	4.3	4.3
Nonprofessional staff	-1.0	-0.2	-1.5	-2.0	-1.6	-2.3	4.1	7.3	2.5
Technical and paraprofessionals	0.5	2.2	-0.6	-2.8	-1.4	-3.8	14.4	20.5	11.2
Clerical and secretarial	-0.9	1.8	-1.2	-1.3	-1.4	-1.3	1.4	9.1	-0.6
Skilled crafts	-0.2	0.7	-12.2	0.3	0.9	-11.2	-9.9	-7.4	-16.3
Service/maintenance	-2.8	-2.6	-2.9	-3.5	-3.1	-4.2	1.0	-0.2	2.5
Public	3.7	2.6	4.9	2.4	1.5	3.2	7.3	5.2	9.4
Professional staff	4.4	2.1	7.4	3.8	1.7	6.6	5.5	2.7	8.8
Executive/administrative/managerial	1.5	-2.3	7.8	1.1	-2.5	7.2	13.0	5.7	20.0
Faculty (instruction/research/public service)	2.8	0.9	6.5	2.0	0.0	6.6	5.4	4.5	6.4
Instruction/research assistants	4.3	1.0	9.3	NA	NA	NA	4.3	1.0	9.3
Other professional (support/service)	7.4	7.8	7.2	6.9	7.5	6.5	10.4	9.4	10.9
Nonprofessional staff	2.6	4.0	1.8	0.5	1.1	0.1	15.1	23.5	11.2
Technical and paraprofessionals	6.2	7.8	5.2	2.9	3.8	2.2	19.7	27.6	15.8
Clerical and secretarial	1.7	11.3	0.6	-0.1	2.5	-0.4	12.5	34.7	7.0
Skilled crafts	2.5	2.6	-0.7	2.6	2.7	-0.1	-1.7	-0.8	-4.1
Service/maintenance	1.3	0.2	2.7	-1.0	-1.6	*	16.2	14.4	18.1
Private, nonprofit	-0.7	-0.6	-0.9	-1.8	-1.4	-2.2	2.3	1.6	2.9
Professional staff	2.9	1.9	4.1	1.4	0.9	2.1	6.1	4.1	8.6
Executive/administrative/managerial	3.6	2.7	4.5	2.9	2.1	3.8	16.4	16.5	16.4
Faculty (instruction/research/public service)	2.8	0.2	7.3	1.2	-0.8	5.2	5.4	2.1	9.9
Instruction/research assistants	17.7	13.8	23.4	NA	NA	NA	17.7	13.8	23.4
Other professional (support/service)	-0.2	2.7	-2.1	1.0	3.9	-0.9	-6.2	-3.7	-7.6
Nonprofessional staff	-6.6	-6.7	-6.5	-6.2	-6.2	-6.2	-8.1	-8.8	-7.7
Technical and paraprofessionals	-9.9	-7.3	-11.8	-12.7	-10.1	-14.6	3.6	7.9	1.0
Clerical and secretarial	-4.3	-8.5	-3.7	-3.1	-6.2	-2.7	-9.1	-13.0	-8.0
Skilled crafts	-5.9	-3.7	-32.5	-5.1	-3.4	-32.9	-18.9	-12.3	-31.3
Service/maintenance	-8.7	-6.8	-11.7	-7.8	-5.5	-11.6	-12.0	-11.8	-12.3
Private, for profit	14.1	16.5	11.4	9.1	10.3	8.2	18.1	20.3	14.8
Professional staff	27.4	27.9	26.7	20.8	20.4	21.2	31.4	31.9	30.8
Executive/administrative/managerial	0.5	-2.1	3.3	-0.4	-2.1	1.4	14.1	-2.1	38.7
Faculty (instruction/research/public service)	35.1	36.7	32.2	23.8	22.0	28.5	38.5	42.1	33.0
Instruction/research assistants	-5.1	-13.8	16.9	NA	NA	NA	-5.1	-13.8	16.9
Other professional (support/service)	32.8	41.6	28.7	36.9	52.3	30.4	5.3	-7.3	15.0
Nonprofessional staff	-29.0	-40.9	-21.8	-14.1	-25.2	-9.3	-53.4	-56.7	-50.2
Technical and paraprofessionals	-39.1	-43.9	-32.3	-42.9	-49.6	-33.9	-26.7	-26.8	-26.5
Clerical and secretarial	-26.3	-48.7	-20.1	-7.7	-15.3	-6.4	-64.7	-76.1	-56.1
Skilled crafts	-43.7	-57.1	60.0	-8.7	-6.3	-14.3	-56.3	-70.5	233.3
Service/maintenance	-26.6	-25.5	-29.1	1.1	-2.5	19.4	-40.9	-41.7	-39.7

*Less than .05 percent.

NA = Not applicable.

NOTE: For 1995 data, see table A-2, and for 1993 data, see Appendix E, table E-5a. Instruction/research assistants are defined as part time only. For institutions that completed the 1993 Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Table A-3. Number of employees in 2-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	545,832	246,983	298,849	280,942	123,839	157,103	264,890	123,144	141,746
Professional staff	385,048	191,688	193,360	174,982	87,675	87,307	210,066	104,013	106,053
Executive/administrative/managerial	28,652	15,379	13,273	26,931	14,600	12,331	1,721	779	942
Faculty (instruction/research/public service)	304,837	156,712	148,125	112,911	59,698	53,213	191,926	97,014	94,912
Instruction/research assistants	4,993	2,313	2,680	NA	NA	NA	4,993	2,313	2,680
Other professional (support/service)	46,566	17,284	29,282	35,140	13,377	21,763	11,426	3,907	7,519
Nonprofessional staff	160,784	55,295	105,489	105,960	36,164	69,796	54,824	19,131	35,693
Technical and paraprofessionals	35,561	13,517	22,044	22,024	8,630	13,394	13,537	4,887	8,650
Clerical and secretarial	83,850	11,028	72,822	53,026	3,371	49,655	30,824	7,657	23,167
Skilled crafts	7,023	6,034	989	5,840	5,296	544	1,183	738	445
Service/maintenance	34,350	24,716	9,634	25,070	18,867	6,203	9,280	5,849	3,431
Public	499,311	227,909	271,402	250,732	111,619	139,113	248,579	116,290	132,289
Professional staff	348,793	175,809	172,984	151,920	77,595	74,325	196,873	98,214	98,659
Executive/administrative/managerial	22,873	12,909	9,964	21,512	12,264	9,248	1,361	645	716
Faculty (instruction/research/public service)	281,670	145,862	135,808	100,790	53,842	46,948	180,880	92,020	88,860
Instruction/research assistants	4,176	1,893	2,283	NA	NA	NA	4,176	1,893	2,283
Other professional (support/service)	40,074	15,145	24,929	29,618	11,489	18,129	10,456	3,656	6,800
Nonprofessional staff	150,518	52,100	98,418	98,812	34,024	64,788	51,706	18,076	33,630
Technical and paraprofessionals	33,749	12,853	20,896	20,760	8,134	12,626	12,989	4,719	8,270
Clerical and secretarial	78,423	10,521	67,902	49,099	3,071	46,028	29,324	7,450	21,874
Skilled crafts	6,687	5,782	905	5,583	5,086	497	1,104	696	408
Service/maintenance	31,659	22,944	8,715	23,370	17,733	5,637	8,289	5,211	3,078
Private, nonprofit	19,415	7,441	11,974	12,436	4,572	7,866	6,977	2,869	4,108
Professional staff	14,494	5,898	8,596	9,035	3,528	5,507	5,459	2,370	3,089
Executive/administrative/managerial	2,179	925	1,254	1,973	846	1,127	206	79	127
Faculty (instruction/research/public service)	9,687	4,046	5,641	5,194	2,020	3,174	4,493	2,026	2,467
Instruction/research assistants	240	104	136	NA	NA	NA	240	104	136
Other professional (support/service)	2,388	823	1,565	1,868	662	1,206	520	161	359
Nonprofessional staff	4,921	1,543	3,378	3,403	1,044	2,359	1,518	499	1,019
Technical and paraprofessionals	737	274	463	461	180	281	276	94	182
Clerical and secretarial	2,468	186	2,282	1,749	76	1,673	719	110	609
Skilled crafts	222	179	43	178	150	28	44	29	15
Service/maintenance	1,494	904	590	1,015	638	377	479	266	213
Private, for profit	27,106	11,633	15,473	17,772	7,648	10,124	9,334	3,985	5,349
Professional staff	21,761	9,981	11,780	14,027	6,552	7,475	7,734	3,429	4,305
Executive/administrative/managerial	3,600	1,545	2,055	3,446	1,490	1,956	154	55	99
Faculty (instruction/research/public service)	13,480	6,804	6,676	6,927	3,836	3,091	6,553	2,968	3,585
Instruction/research assistants	577	316	261	NA	NA	NA	577	316	261
Other professional (support/service)	4,104	1,316	2,788	3,654	1,226	2,428	450	90	360
Nonprofessional staff	5,345	1,652	3,693	3,745	1,096	2,649	1,600	556	1,044
Technical and paraprofessionals	1,075	390	685	803	316	487	272	74	198
Clerical and secretarial	2,959	321	2,638	2,178	224	1,954	781	97	684
Skilled crafts	114	73	41	79	60	19	35	13	22
Service/maintenance	1,197	868	329	685	496	189	512	372	140

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table A-3a. Percentage distribution of men and women employees in 2-year postsecondary institutions, by primary occupation and control of institution and by employment status: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	545,832	45.2	54.8	51.5	44.1	55.9	48.5	46.5	53.5
Professional staff	385,048	49.8	50.2	45.4	50.1	49.9	54.6	49.5	50.5
Executive/administrative/managerial	28,652	53.7	46.3	94.0	54.2	45.8	6.0	45.3	54.7
Faculty (instruction/research/public service)	304,837	51.4	48.6	37.0	52.9	47.1	63.0	50.5	49.5
Instruction/research assistants	4,993	46.3	53.7	NA	NA	NA	100.0	46.3	53.7
Other professional (support/service)	46,566	37.1	62.9	75.5	38.1	61.9	24.5	34.2	65.8
Nonprofessional staff	160,784	34.4	65.6	65.9	34.1	65.9	34.1	34.9	65.1
Technical and paraprofessionals	35,561	38.0	62.0	61.9	39.2	60.8	38.1	36.1	63.9
Clerical and secretarial	83,850	13.2	86.8	63.2	6.4	93.6	36.8	24.8	75.2
Skilled crafts	7,023	85.9	14.1	83.2	90.7	9.3	16.8	62.4	37.6
Service/maintenance	34,350	72.0	28.0	73.0	75.3	24.7	27.0	63.0	37.0
Public	499,311	45.6	54.4	50.2	44.5	55.5	49.8	46.8	53.2
Professional staff	348,793	50.4	49.6	43.6	51.1	48.9	56.4	49.9	50.1
Executive/administrative/managerial	22,873	56.4	43.6	94.0	57.0	43.0	6.0	47.4	52.6
Faculty (instruction/research/public service)	281,670	51.8	48.2	35.8	53.4	46.6	64.2	50.9	49.1
Instruction/research assistants	4,176	45.3	54.7	NA	NA	NA	100.0	45.3	54.7
Other professional (support/service)	40,074	37.8	62.2	73.9	38.8	61.2	26.1	35.0	65.0
Nonprofessional staff	150,518	34.6	65.4	65.6	34.4	65.6	34.4	35.0	65.0
Technical and paraprofessionals	33,749	38.1	61.9	61.5	39.2	60.8	38.5	36.3	63.7
Clerical and secretarial	78,423	13.4	86.6	62.6	6.3	93.7	37.4	25.4	74.6
Skilled crafts	6,687	86.5	13.5	83.5	91.1	8.9	16.5	63.0	37.0
Service/maintenance	31,659	72.5	27.5	73.8	75.9	24.1	26.2	62.9	37.1
Private, nonprofit	19,415	38.3	61.7	64.1	36.8	63.2	35.9	41.1	58.9
Professional staff	14,494	40.7	59.3	62.3	39.0	61.0	37.7	43.4	56.6
Executive/administrative/managerial	2,179	42.5	57.5	90.5	42.9	57.1	9.5	38.3	61.7
Faculty (instruction/research/public service)	9,687	41.8	58.2	53.6	38.9	61.1	46.4	45.1	54.9
Instruction/research assistants	240	43.3	56.7	NA	NA	NA	100.0	43.3	56.7
Other professional (support/service)	2,388	34.5	65.5	78.2	35.4	64.6	21.8	31.0	69.0
Nonprofessional staff	4,921	31.4	68.6	69.2	30.7	69.3	30.8	32.9	67.1
Technical and paraprofessionals	737	37.2	62.8	62.6	39.0	61.0	37.4	34.1	65.9
Clerical and secretarial	2,468	7.5	92.5	70.9	4.3	95.7	29.1	15.3	84.7
Skilled crafts	222	80.6	19.4	80.2	84.3	15.7	19.8	65.9	34.1
Service/maintenance	1,494	60.5	39.5	67.9	62.9	37.1	32.1	55.5	44.5
Private, for profit	27,106	42.9	57.1	65.6	43.0	57.0	34.4	42.7	57.3
Professional staff	21,761	45.9	54.1	64.5	46.7	53.3	35.5	44.3	55.7
Executive/administrative/managerial	3,600	42.9	57.1	95.7	43.2	56.8	4.3	35.7	64.3
Faculty (instruction/research/public service)	13,480	50.5	49.5	51.4	55.4	44.6	48.6	45.3	54.7
Instruction/research assistants	577	54.8	45.2	NA	NA	NA	100.0	54.8	45.2
Other professional (support/service)	4,104	32.1	67.9	89.0	33.6	66.4	11.0	20.0	80.0
Nonprofessional staff	5,345	30.9	69.1	70.1	29.3	70.7	29.9	34.8	65.3
Technical and paraprofessionals	1,075	36.3	63.7	74.7	39.4	60.6	25.3	27.2	72.8
Clerical and secretarial	2,959	10.8	89.2	73.6	10.3	89.7	26.4	12.4	87.6
Skilled crafts	114	64.0	36.0	69.3	75.9	24.1	30.7	37.1	62.9
Service/maintenance	1,197	72.5	27.5	57.2	72.4	27.6	42.8	72.7	27.3

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-3b. Percentage distribution of all employees in 2-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	62.3	70.8	55.6	79.3	84.5	74.8
Executive/administrative/managerial	9.6	11.8	7.8	0.6	0.6	0.7
Faculty (instruction/research/public service)	40.2	48.2	33.9	72.5	78.8	67.0
Instruction/research assistants	NA	NA	NA	1.9	1.9	1.9
Other professional (support/service)	12.5	10.8	13.9	4.3	3.2	5.3
Nonprofessional staff	37.7	29.2	44.4	20.7	15.5	25.2
Technical and paraprofessionals	7.8	7.0	8.5	5.1	4.0	6.1
Clerical and secretarial	18.9	2.7	31.6	11.6	6.2	16.3
Skilled crafts	2.1	4.3	0.3	0.4	0.6	0.3
Service/maintenance	8.9	15.2	3.9	3.5	4.7	2.4
Public	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	60.6	69.5	53.4	79.2	84.5	74.6
Executive/administrative/managerial	8.6	11.0	6.6	0.5	0.6	0.5
Faculty (instruction/research/public service)	40.2	48.2	33.7	72.8	79.1	67.2
Instruction/research assistants	NA	NA	NA	1.7	1.6	1.7
Other professional (support/service)	11.8	10.3	13.0	4.2	3.1	5.1
Nonprofessional staff	39.4	30.5	46.6	20.8	15.5	25.4
Technical and paraprofessionals	8.3	7.3	9.1	5.2	4.1	6.3
Clerical and secretarial	19.6	2.8	33.1	11.8	6.4	16.5
Skilled crafts	2.2	4.6	0.4	0.4	0.6	0.3
Service/maintenance	9.3	15.9	4.1	3.3	4.5	2.3
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	72.6	77.2	70.0	78.2	82.6	75.2
Executive/administrative/managerial	15.9	18.5	14.3	3.0	2.8	3.1
Faculty (instruction/research/public service)	41.8	44.2	40.4	64.4	70.6	60.1
Instruction/research assistants	NA	NA	NA	3.4	3.6	3.3
Other professional (support/service)	15.0	14.5	15.3	7.5	5.6	8.7
Nonprofessional staff	27.4	22.8	30.0	21.8	17.4	24.8
Technical and paraprofessionals	3.7	3.9	3.6	4.0	3.3	4.4
Clerical and secretarial	14.1	1.7	21.3	10.3	3.8	14.8
Skilled crafts	1.4	3.3	0.4	0.6	1.0	0.4
Service/maintenance	8.2	14.0	4.8	6.9	9.3	5.2
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	78.9	85.7	73.8	82.9	86.0	80.5
Executive/administrative/managerial	19.4	19.5	19.3	1.6	1.4	1.9
Faculty (instruction/research/public service)	39.0	50.2	30.5	70.2	74.5	67.0
Instruction/research assistants	NA	NA	NA	6.2	7.9	4.9
Other professional (support/service)	20.6	16.0	24.0	4.8	2.3	6.7
Nonprofessional staff	21.1	14.3	26.2	17.1	14.0	19.5
Technical and paraprofessionals	4.5	4.1	4.8	2.9	1.9	3.7
Clerical and secretarial	12.3	2.9	19.3	8.4	2.4	12.8
Skilled crafts	0.4	0.6	0.2	0.4	0.3	0.4
Service/maintenance	3.9	6.5	1.9	5.5	9.3	2.6

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-3c. Percentage change in the number of employees in 2-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993 and 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	0.4	-0.2	0.9	-1.7	-3.6	-0.1	2.7	3.4	2.1
Professional staff	-0.5	-1.4	0.4	-2.1	-4.2	0.3	0.8	1.2	0.5
Executive/administrative/managerial	-0.2	-5.1	6.0	-0.1	-5.5	7.0	-1.8	3.5	-5.7
Faculty (instruction/research/public service)	-1.7	-2.1	-1.2	-2.5	-4.6	-0.1	-1.1	-0.5	-1.7
Instruction/research assistants	65.2	78.7	55.0	NA	NA	NA	65.2	78.7	55.0
Other professional (support/service)	2.7	3.0	2.5	-2.0	-1.3	-2.4	20.5	20.9	20.2
Nonprofessional staff	2.7	4.0	2.0	-1.0	-1.9	-0.6	10.7	17.3	7.5
Technical and paraprofessionals	3.2	5.2	2.0	2.4	2.2	2.6	4.4	11.1	1.0
Clerical and secretarial	5.2	12.3	4.2	-0.5	-15.4	0.6	16.8	31.2	12.8
Skilled crafts	-3.0	-0.2	-17.2	-6.9	-4.3	-26.2	21.8	43.6	-2.8
Service/maintenance	-2.3	1.1	-10.0	-3.4	-0.1	-12.1	0.8	5.2	-5.8
Public	0.6	-0.1	1.2	-1.4	-3.4	0.2	2.7	3.3	2.3
Professional staff	-0.6	-1.7	0.4	-2.0	-4.5	0.8	0.5	0.7	0.2
Executive/administrative/managerial	1.9	-3.6	10.0	2.2	-3.7	11.4	-3.0	-0.5	-5.2
Faculty (instruction/research/public service)	-1.9	-2.4	-1.3	-2.7	-4.9	0.0	-1.4	-0.9	-2.0
Instruction/research assistants	51.2	65.3	41.2	NA	NA	NA	51.2	65.3	41.2
Other professional (support/service)	3.3	2.2	4.1	-2.7	-3.5	-2.1	25.2	25.4	25.1
Nonprofessional staff	3.6	5.6	2.5	-0.6	-0.7	-0.5	12.5	19.9	8.9
Technical and paraprofessionals	3.7	5.1	2.9	2.7	1.8	3.4	5.4	11.5	2.3
Clerical and secretarial	5.7	19.8	3.8	-0.8	-8.7	-0.2	18.6	37.5	13.2
Skilled crafts	0.6	1.3	-3.7	-4.7	-3.3	-16.5	39.9	56.4	18.6
Service/maintenance	-0.9	1.4	-6.6	-2.0	0.5	-8.9	2.2	4.8	-1.9
Private, nonprofit	-3.3	-4.2	-2.8	-7.8	-13.8	-3.8	5.7	16.7	-0.9
Professional staff	-1.2	-0.9	-1.5	-6.8	-11.3	-3.7	9.5	19.8	2.8
Executive/administrative/managerial	-4.5	-16.2	6.5	-8.3	-19.8	2.8	57.3	61.2	54.9
Faculty (instruction/research/public service)	*	2.9	-2.0	-4.7	-7.6	-2.7	5.9	16.0	-1.2
Instruction/research assistants	269.2	420.0	202.2	NA	NA	NA	269.2	420.0	202.2
Other professional (support/service)	-9.5	-8.2	-10.2	-10.8	-9.8	-11.3	-4.8	-1.2	-6.3
Nonprofessional staff	-9.0	-14.8	-6.1	-10.2	-21.4	-4.1	-6.2	3.7	-10.5
Technical and paraprofessionals	-19.7	-3.9	-26.9	-14.6	0.0	-21.9	-27.0	-10.5	-33.3
Clerical and secretarial	1.4	-43.8	8.6	2.6	-60.4	10.6	-1.2	-21.4	3.4
Skilled crafts	-23.4	-9.6	-53.8	-26.4	-19.4	-50.0	-8.3	163.6	-59.5
Service/maintenance	-15.5	-9.2	-23.5	-22.1	-17.3	-29.1	3.2	18.2	-10.9
Private, for profit	-0.2	-0.2	-0.3	-0.1	1.0	-1.0	-0.4	-2.4	1.1
Professional staff	1.9	3.6	0.6	0.7	3.8	-1.8	4.1	3.1	4.9
Executive/administrative/managerial	-9.9	-9.6	-10.1	-8.7	-9.9	-7.9	-29.4	-1.8	-38.9
Faculty (instruction/research/public service)	1.9	1.1	2.8	1.8	2.5	1.0	2.0	-0.6	4.3
Instruction/research assistants	194.4	145.0	289.6	NA	NA	NA	194.4	145.0	289.6
Other professional (support/service)	4.3	23.3	-2.7	9.3	34.1	*	-23.7	-41.2	-17.6
Nonprofessional staff	-8.1	-18.1	-2.8	-3.3	-13.0	1.5	-17.7	-26.5	-12.1
Technical and paraprofessionals	5.7	17.1	0.1	6.9	15.3	2.1	2.3	25.4	-4.3
Clerical and secretarial	-3.3	-54.7	12.3	1.7	-47.8	14.1	-14.9	-65.4	7.2
Skilled crafts	-63.0	-49.7	-74.8	-54.6	-31.8	-77.9	-73.9	-77.2	-71.1
Service/maintenance	-16.4	4.7	-45.3	-14.9	5.5	-43.8	-18.2	3.3	-47.4

*Less than .05 percent

NA = Not applicable

NOTE: For 1995 data, see table A-3 and for 1993 data, see Appendix E, table E-5b. Instruction/research assistants are defined as part time only. For institutions that completed the 1993 Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4. Number of employees in 4- and 2-year postsecondary institutions, by primary occupation and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total	2,170,685	1,052,079	1,118,606	545,832	246,983	298,849
Professional staff	1,401,978	774,554	627,424	385,048	191,688	193,360
Executive/administrative/managerial	124,947	69,594	55,353	28,652	15,379	13,273
Faculty (instruction/research/public service)	656,310	420,813	235,497	304,837	156,712	148,125
Instruction/research assistants	212,415	122,443	89,972	4,993	2,313	2,680
Other professional (support/service)	408,306	161,704	246,602	46,566	17,284	29,282
Nonprofessional staff	768,707	277,525	491,182	160,784	55,295	105,489
Technical and paraprofessionals	154,283	63,280	91,003	35,561	13,517	22,044
Clerical and secretarial	363,433	44,248	319,185	83,850	11,028	72,822
Skilled crafts	57,919	54,698	3,221	7,023	6,034	989
Service/maintenance	193,072	115,299	77,773	34,350	24,716	9,634
Public	1,383,605	676,172	707,433	499,311	227,909	271,402
Professional staff	893,452	497,278	396,174	348,793	175,809	172,984
Executive/administrative/managerial	60,603	36,406	24,197	22,873	12,909	9,964
Faculty (instruction/research/public service)	384,451	250,614	133,837	281,670	145,862	135,808
Instruction/research assistants	178,373	102,847	75,526	4,176	1,893	2,283
Other professional (support/service)	270,025	107,411	162,614	40,074	15,145	24,929
Nonprofessional staff	490,153	178,894	311,259	150,518	52,100	98,418
Technical and paraprofessionals	106,184	42,797	63,387	33,749	12,853	20,896
Clerical and secretarial	221,389	26,120	195,269	78,423	10,521	67,902
Skilled crafts	41,287	38,993	2,294	6,687	5,782	905
Service/maintenance	121,293	70,984	50,309	31,659	22,944	8,715
Private, nonprofit	770,912	367,081	403,831	19,415	7,441	11,974
Professional staff	494,719	269,187	225,532	14,494	5,898	8,596
Executive/administrative/managerial	63,063	32,538	30,525	2,179	925	1,254
Faculty (instruction/research/public service)	262,102	163,962	98,140	9,687	4,046	5,641
Instruction/research assistants	33,189	19,041	14,148	240	104	136
Other professional (support/service)	136,365	53,646	82,719	2,388	823	1,565
Nonprofessional staff	276,193	97,894	178,299	4,921	1,543	3,378
Technical and paraprofessionals	47,761	20,300	27,461	737	274	463
Clerical and secretarial	140,475	17,890	122,585	2,468	186	2,282
Skilled crafts	16,583	15,672	911	222	179	43
Service/maintenance	71,374	44,032	27,342	1,494	904	590
Private, for profit	16,168	8,826	7,342	27,106	11,633	15,473
Professional staff	13,807	8,089	5,718	21,761	9,981	11,780
Executive/administrative/managerial	1,281	650	631	3,600	1,545	2,055
Faculty (instruction/research/public service)	9,757	6,237	3,520	13,480	6,804	6,676
Instruction/research assistants	853	555	298	577	316	261
Other professional (support/service)	1,916	647	1,269	4,104	1,316	2,788
Nonprofessional staff	2,361	737	1,624	5,345	1,652	3,693
Technical and paraprofessionals	338	183	155	1,075	390	685
Clerical and secretarial	1,569	238	1,331	2,959	321	2,638
Skilled crafts	49	33	16	114	73	41
Service/maintenance	405	283	122	1,197	868	329

NOTE For 4- and 2-year data, see tables A-2 and A-3, respectively.

SOURCE U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table A-4a. Percentage distribution of employees in 4- and 2-year postsecondary institutions, by primary occupation, and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	64.6	73.6	56.1	70.5	77.6	64.7
Executive/administrative/managerial	5.8	6.6	4.9	5.2	6.2	4.4
Faculty (instruction/research/public service)	30.2	40.0	21.1	55.8	63.5	49.6
Instruction/research assistants	9.8	11.6	8.0	0.9	0.9	0.9
Other professional (support/service)	18.8	15.4	22.0	8.5	7.0	9.8
Nonprofessional staff	35.4	26.4	43.9	29.5	22.4	35.3
Technical and paraprofessionals	7.1	6.0	8.1	6.5	5.5	7.4
Clerical and secretarial	16.7	4.2	28.5	15.4	4.5	24.4
Skilled crafts	2.7	5.2	0.3	1.3	2.4	0.3
Service/maintenance	8.9	11.0	7.0	6.3	10.0	3.2
Public	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	64.6	73.5	56.0	69.9	77.1	63.7
Executive/administrative/managerial	4.4	5.4	3.4	4.6	5.7	3.7
Faculty (instruction/research/public service)	27.8	37.1	18.9	56.4	64.0	50.0
Instruction/research assistants	12.9	15.2	10.7	0.8	0.8	0.8
Other professional (support/service)	19.5	15.9	23.0	8.0	6.6	9.2
Nonprofessional staff	35.4	26.5	44.0	30.1	22.9	36.3
Technical and paraprofessionals	7.7	6.3	9.0	6.8	5.6	7.7
Clerical and secretarial	16.0	3.9	27.6	15.7	4.6	25.0
Skilled crafts	3.0	5.8	0.3	1.3	2.5	0.3
Service/maintenance	8.8	10.5	7.1	6.3	10.1	3.2
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	64.2	73.3	55.8	74.7	79.3	71.8
Executive/administrative/managerial	8.2	8.9	7.6	11.2	12.4	10.5
Faculty (instruction/research/public service)	34.0	44.7	24.3	49.9	54.4	47.1
Instruction/research assistants	4.3	5.2	3.5	1.2	1.4	1.1
Other professional (support/service)	17.7	14.6	20.5	12.3	11.1	13.1
Nonprofessional staff	35.8	26.7	44.2	25.3	20.7	28.2
Technical and paraprofessionals	6.2	5.5	6.8	3.8	3.7	3.9
Clerical and secretarial	18.2	4.9	30.4	12.7	2.5	19.1
Skilled crafts	2.2	4.3	0.2	1.1	2.4	0.4
Service/maintenance	9.3	12.0	6.8	7.7	12.1	4.9
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	85.4	91.6	77.9	80.3	85.8	76.1
Executive/administrative/managerial	7.9	7.4	8.6	13.3	13.3	13.3
Faculty (instruction/research/public service)	60.3	70.7	47.9	49.7	58.5	43.1
Instruction/research assistants	5.3	6.3	4.1	2.1	2.7	1.7
Other professional (support/service)	11.9	7.3	17.3	15.1	11.3	18.0
Nonprofessional staff	14.6	8.4	22.1	19.7	14.2	23.9
Technical and paraprofessionals	2.1	2.1	2.1	4.0	3.4	4.4
Clerical and secretarial	9.7	2.7	18.1	10.9	2.8	17.0
Skilled crafts	0.3	0.4	0.2	0.4	0.6	0.3
Service/maintenance	2.5	3.2	1.7	4.4	7.5	2.1

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4b. Percentage distribution of employees in 4- and 2-year postsecondary institutions, by primary occupation and control of institution and by employment status: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Full time	Part time	Total	Full time	Part time
Total	79 9	84 7	70 0	20 1	15 3	30 0
Professional staff	78 5	83 9	69 9	21 5	16 1	30 1
Executive/administrative/managerial	81 3	81 6	76 0	18 7	18 4	24 0
Faculty (instruction/research/public service)	68 3	80 0	51 5	31 7	20 0	48 5
Instruction/research assistants	97 7	NA	97 7	2 3	NA	2 3
Other professional (support/service)	89 8	90 7	85 0	10 2	9 3	15 0
Nonprofessional staff	82 7	85 7	70 6	17 3	14 3	29 4
Technical and paraprofessionals	81 3	84 6	71 2	18 7	15 4	28 8
Clerical and secretarial	81 3	85 0	67 2	18 7	15 0	32 8
Skilled crafts	89 2	90 5	65 5	10 8	9 5	34 5
Service/maintenance	84 9	86 5	78 1	15 1	13 5	21 9
Public	73 5	79 7	61 5	26 5	20 3	38 5
Professional staff	71 9	79 1	61 7	28 1	20 9	38 3
Executive/administrative/managerial	72 6	73 1	60 4	27 4	26 9	39 6
Faculty (instruction/research/public service)	57 7	74 3	34 0	42 3	25 7	66 0
Instruction/research assistants	97 7	NA	97 7	2 3	NA	2 3
Other professional (support/service)	87 1	88 4	80 5	12 9	11 6	19 5
Nonprofessional staff	76 5	80 6	60 6	23 5	19 4	39 4
Technical and paraprofessionals	75 9	79 9	64 7	24 1	20 1	35 3
Clerical and secretarial	73 8	79 0	55 2	26 2	21 0	44 8
Skilled crafts	86 1	87 7	56 1	13 9	12 3	43 9
Service/maintenance	79 3	81 5	68 5	20 7	18 5	31 5
Private, nonprofit	97 5	97 8	96 8	2 5	2 2	3 2
Professional staff	97 2	97 4	96 7	2 8	2 6	3 3
Executive/administrative/managerial	96 7	96 8	94 1	3 3	3 2	5 9
Faculty (instruction/research/public service)	96 4	96 8	95 8	3 6	3 2	4 2
Instruction/research assistants	99 3	NA	99 3	0 7	NA	0 7
Other professional (support/service)	98 3	98 4	97 6	1 7	1 6	2 4
Nonprofessional staff	98 2	98 5	97 2	1 8	1 5	2 8
Technical and paraprofessionals	98 5	98 8	97 2	1 5	1 2	2 8
Clerical and secretarial	98 3	98 5	97 4	1 7	1 5	2 6
Skilled crafts	98 7	98 9	94 8	1 3	1 1	5 2
Service/maintenance	97 9	98 2	96 9	2 1	1 8	3 1
Private, for profit	37 4	27 6	50 2	62 6	72 4	49 8
Professional staff	38 8	26 3	53 3	61 2	73 7	46 7
Executive/administrative/managerial	26 2	25 7	36 6	73 8	74 3	63 4
Faculty (instruction/research/public service)	42 0	23 2	53 9	58 0	76 8	46 1
Instruction/research assistants	59 7	NA	59 7	40 3	NA	40 3
Other professional (support/service)	31 8	32 0	30 7	68 2	68 0	69 3
Nonprofessional staff	30 6	32 2	26 8	69 4	67 8	73 2
Technical and paraprofessionals	23 9	23 2	26 1	76 1	76 8	73 9
Clerical and secretarial	34 7	37 8	24 0	65 3	62 2	76 0
Skilled crafts	30 1	21 0	44 4	69 9	79 0	55 6
Service/maintenance	25 3	21 7	29 6	74 7	78 3	70 4

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only.

SOURCE: U S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4c. Percentage distribution of full-time and part-time employees in 4- and 2-year postsecondary institutions, by primary occupation and control of institution: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year		2-year	
	Full time	Part time	Full time	Part time
Total	71 5	28 5	51 5	48 5
Professional staff	65 3	34 7	45 4	54 6
Executive/administrative/managerial	95 6	4 4	94 0	6 0
Faculty (instruction/research/public service)	68 9	31 1	37 0	63 0
Instruction/research assistants	NA	100 0	NA	100 0
Other professional (support/service)	84 1	15 9	75 5	24 5
Nonprofessional staff	82 8	17 2	65 9	34 1
Technical and paraprofessionals	78 3	21 7	61 9	38 1
Clerical and secretarial	82 6	17 4	63 2	36 8
Skilled crafts	96 1	3 9	83 2	16 8
Service/maintenance	82 9	17 1	73 0	27 0
Public	71 3	28 7	50 2	49 8
Professional staff	64 5	35 5	43 6	56 4
Executive/administrative/managerial	96 6	3 4	94 0	6 0
Faculty (instruction/research/public service)	75 7	24 3	35 8	64 2
Instruction/research assistants	NA	100 0	NA	100 0
Other professional (support/service)	84 0	16 0	73 9	26 1
Nonprofessional staff	83 8	16 2	65 6	34 4
Technical and paraprofessionals	77 6	22 4	61 5	38 5
Clerical and secretarial	83 6	16 4	62 6	37 4
Skilled crafts	96 6	3 4	83 5	16 5
Service/maintenance	85 1	14 9	73 8	26 2
Private, nonprofit	72 4	27 6	64 1	35 9
Professional staff	67 4	32 6	62 3	37 7
Executive/administrative/managerial	94 8	5 2	90 5	9 5
Faculty (instruction/research/public service)	60 6	39 4	53 6	46 4
Instruction/research assistants	NA	100 0	NA	100 0
Other professional (support/service)	84 2	15 8	78 2	21 8
Nonprofessional staff	81 2	18 8	69 2	30 8
Technical and paraprofessionals	80 1	19 9	62 6	37 4
Clerical and secretarial	81 0	19 0	70 9	29 1
Skilled crafts	95 1	4 9	80 2	19 8
Service/maintenance	79 2	20 8	67 9	32 1
Private, for profit	41 9	58 1	65 6	34 4
Professional staff	36 2	63 8	64 5	35 5
Executive/administrative/managerial	93 1	6 9	95 7	4 3
Faculty (instruction/research/public service)	21 4	78 6	51 4	48 6
Instruction/research assistants	NA	100 0	NA	100 0
Other professional (support/service)	89 6	10 4	89 0	11 0
Nonprofessional staff	75 2	24 8	70 1	29 9
Technical and paraprofessionals	71 6	28 4	74 7	25 3
Clerical and secretarial	84 3	15 7	73 6	26 4
Skilled crafts	42 9	57 1	69 3	30 7
Service/maintenance	46 9	53 1	57 2	42 8

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4d. Percent distribution of professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	8.9	9.0	8.8	7.4	8.0	6.9
Faculty (instruction/research/public service)	46.8	54.3	37.5	79.2	81.8	76.6
Instruction/research assistants	15.2	15.8	14.3	1.3	1.2	1.4
Other professional (support/service)	29.1	20.9	39.3	12.1	9.0	15.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	20.1	22.8	18.5	22.1	24.4	20.9
Clerical and secretarial	47.3	15.9	65.0	52.2	19.9	69.0
Skilled crafts	7.5	19.7	0.7	4.4	10.9	0.9
Service/maintenance	25.1	41.5	15.8	21.4	44.7	9.1
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	6.8	7.3	6.1	6.6	7.3	5.8
Faculty (instruction/research/public service)	43.0	50.4	33.8	80.8	83.0	78.5
Instruction/research assistants	20.0	20.7	19.1	1.2	1.1	1.3
Other professional (support/service)	30.2	21.6	41.0	11.5	8.6	14.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	21.7	23.9	20.4	22.4	24.7	21.2
Clerical and secretarial	45.2	14.6	62.7	52.1	20.2	69.0
Skilled crafts	8.4	21.8	0.7	4.4	11.1	0.9
Service/maintenance	24.7	39.7	16.2	21.0	44.0	8.9
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	12.7	12.1	13.5	15.0	15.7	14.6
Faculty (instruction/research/public service)	53.0	60.9	43.5	66.8	68.6	65.6
Instruction/research assistants	6.7	7.1	6.3	1.7	1.8	1.6
Other professional (support/service)	27.6	19.9	36.7	16.5	14.0	18.2
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.3	20.7	15.4	15.0	17.8	13.7
Clerical and secretarial	50.9	18.3	68.8	50.2	12.1	67.6
Skilled crafts	6.0	16.0	0.5	4.5	11.6	1.3
Service/maintenance	25.8	45.0	15.3	30.4	58.6	17.5
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	9.3	8.0	11.0	16.5	15.5	17.4
Faculty (instruction/research/public service)	70.7	77.1	61.6	61.9	68.2	56.7
Instruction/research assistants	6.2	6.9	5.2	2.7	3.2	2.2
Other professional (support/service)	13.9	8.0	22.2	18.9	13.2	23.7
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	14.3	24.8	9.5	20.1	23.6	18.5
Clerical and secretarial	66.5	32.3	82.0	55.4	19.4	71.4
Skilled crafts	2.1	4.5	1.0	2.1	4.4	1.1
Service/maintenance	17.2	38.4	7.5	22.4	52.5	8.9

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4e. Percentage distribution of full-time professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	13.1	13.1	13.1	15.4	16.7	14.1
Faculty (instruction/research/public service)	49.4	59.8	36.1	64.5	68.1	60.9
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Other professional (support/service)	37.5	27.1	50.9	20.1	15.3	24.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.0	22.0	17.2	20.8	23.9	19.2
Clerical and secretarial	47.2	12.9	66.7	50.0	9.3	71.1
Skilled crafts	8.7	22.9	0.6	5.5	14.6	0.8
Service/maintenance	25.1	42.1	15.4	23.7	52.2	8.9
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	10.2	10.8	9.3	14.2	15.8	12.4
Faculty (instruction/research/public service)	50.5	60.8	36.8	66.3	69.4	63.2
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Other professional (support/service)	39.3	28.4	53.9	19.5	14.8	24.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	20.1	22.7	18.5	21.0	23.9	19.5
Clerical and secretarial	45.1	11.5	64.7	49.7	9.0	71.0
Skilled crafts	9.7	25.0	0.8	5.7	14.9	0.8
Service/maintenance	25.1	40.7	16.0	23.7	52.1	8.7
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	17.9	17.0	19.0	21.8	24.0	20.5
Faculty (instruction/research/public service)	47.6	58.0	36.1	57.5	57.3	57.6
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Other professional (support/service)	34.4	25.0	45.9	20.7	18.8	21.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.1	20.8	15.0	13.5	17.2	11.9
Clerical and secretarial	50.7	15.4	70.2	51.4	7.3	70.9
Skilled crafts	7.0	18.9	0.5	5.2	14.4	1.2
Service/maintenance	25.2	44.9	14.4	29.8	61.1	16.0
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	23.9	22.7	25.1	24.6	22.7	26.2
Faculty (instruction/research/public service)	41.8	55.8	25.8	49.4	58.5	41.4
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Other professional (support/service)	34.4	21.5	49.0	26.0	18.7	32.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	13.8	26.3	9.1	21.4	28.8	18.4
Clerical and secretarial	74.5	37.8	87.6	58.2	20.4	73.8
Skilled crafts	1.2	3.2	0.5	2.1	5.5	0.7
Service/maintenance	10.7	32.7	2.8	18.3	45.3	7.1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-4f. Percentage distribution of part-time professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and control of institution and by sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.1	0.9	1.3	0.8	0.7	0.9
Faculty (instruction/research/public service)	41.9	43.5	40.1	91.4	93.3	89.5
Instruction/research assistants	43.6	47.0	39.7	2.4	2.2	2.5
Other professional (support/service)	13.3	8.5	18.9	5.4	3.8	7.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	25.3	26.6	24.6	24.7	25.5	24.2
Clerical and secretarial	47.9	31.3	56.7	56.2	40.0	64.9
Skilled crafts	1.7	3.6	0.7	2.2	3.9	1.2
Service/maintenance	25.1	38.5	17.9	16.9	30.6	9.6
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	0.7	0.6	0.8	0.7	0.7	0.7
Faculty (instruction/research/public service)	29.4	30.1	28.7	91.9	93.7	90.1
Instruction/research assistants	56.3	61.0	50.9	2.1	1.9	2.3
Other professional (support/service)	13.6	8.4	19.6	5.3	3.7	6.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	30.0	30.8	29.5	25.1	26.1	24.6
Clerical and secretarial	45.5	31.5	52.9	56.7	41.2	65.0
Skilled crafts	1.8	3.9	0.7	2.1	3.9	1.2
Service/maintenance	22.7	33.8	16.9	16.0	28.8	9.2
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	2.0	1.6	2.5	3.8	3.3	4.1
Faculty (instruction/research/public service)	64.0	67.1	60.5	82.3	85.5	79.9
Instruction/research assistants	20.6	22.1	18.9	4.4	4.4	4.4
Other professional (support/service)	13.3	9.2	18.1	9.5	6.8	11.6
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.3	20.4	17.2	18.2	18.8	17.9
Clerical and secretarial	51.6	31.1	62.6	47.4	22.0	59.8
Skilled crafts	1.6	3.1	0.7	2.9	5.8	1.5
Service/maintenance	28.6	45.4	19.5	31.6	53.3	20.9
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.0	0.8	1.3	2.0	1.6	2.3
Faculty (instruction/research/public service)	87.1	87.5	86.3	84.7	86.6	83.3
Instruction/research assistants	9.7	10.2	8.8	7.5	9.2	6.1
Other professional (support/service)	2.3	1.4	3.6	5.8	2.6	8.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	16.4	22.3	11.4	17.0	13.3	19.0
Clerical and secretarial	42.1	22.7	58.5	48.8	17.4	65.5
Skilled crafts	4.8	6.7	3.2	2.2	2.3	2.1
Service/maintenance	36.8	48.3	26.9	32.0	66.9	13.4

NOTE: Because of rounding, details may not add to totals. For 4- and 2-year data, see tables A-2 and A-3, respectively.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table A-5. Number of employees in less than 2-year postsecondary institutions, by primary occupation and and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	54,187	20,594	33,593	35,449	12,955	22,494	18,738	7,639	11,099
Professional staff	43,990	17,250	26,740	28,545	10,891	17,654	15,445	6,359	9,086
Executive/administrative/managerial	9,715	4,073	5,642	8,630	3,635	4,995	1,085	438	647
Faculty (instruction/research/public service)	27,294	10,742	16,552	15,443	5,788	9,655	11,851	4,954	6,897
Instruction/research assistants	1,810	766	1,044	NA	NA	NA	1,810	766	1,044
Other professional (support/service)	5,171	1,669	3,502	4,472	1,468	3,004	699	201	498
Nonprofessional staff	10,197	3,344	6,853	6,904	2,064	4,840	3,293	1,280	2,013
Technical and paraprofessionals	1,228	496	732	804	306	498	424	190	234
Clerical and secretarial	6,089	652	5,437	4,463	494	3,969	1,626	158	1,468
Skilled crafts	304	179	125	239	149	90	65	30	35
Service/maintenance	2,576	2,017	559	1,398	1,115	283	1,178	902	276
Public	14,341	6,156	8,185	8,269	3,451	4,818	6,072	2,705	3,367
Professional staff	11,145	5,021	6,124	6,101	2,710	3,391	5,044	2,311	2,733
Executive/administrative/managerial	1,240	697	543	1,065	581	484	175	116	59
Faculty (instruction/research/public service)	8,309	3,672	4,637	4,178	1,829	2,349	4,131	1,843	2,288
Instruction/research assistants	588	302	286	NA	NA	NA	588	302	286
Other professional (support/service)	1,008	350	658	858	300	558	150	50	100
Nonprofessional staff	3,196	1,135	2,061	2,168	741	1,427	1,028	394	634
Technical and paraprofessionals	432	141	291	276	83	193	156	58	98
Clerical and secretarial	1,644	153	1,491	1,172	118	1,054	472	35	437
Skilled crafts	68	41	27	62	37	25	6	4	2
Service/maintenance	1,052	800	252	658	503	155	394	297	97
Private, nonprofit	4,312	1,831	2,481	2,708	1,093	1,615	1,604	738	866
Professional staff	3,166	1,425	1,741	2,021	900	1,121	1,145	525	620
Executive/administrative/managerial	684	301	383	585	261	324	99	40	59
Faculty (instruction/research/public service)	1,816	829	987	1,015	467	548	801	362	439
Instruction/research assistants	194	100	94	NA	NA	NA	194	100	94
Other professional (support/service)	472	195	277	421	172	249	51	23	28
Nonprofessional staff	1,146	406	740	687	193	494	459	213	246
Technical and paraprofessionals	194	86	108	64	27	37	130	59	71
Clerical and secretarial	684	123	561	538	102	436	146	21	125
Skilled crafts	17	6	11	16	6	10	1	0	1
Service/maintenance	251	191	60	69	58	11	182	133	49
Private, for profit	35,534	12,607	22,927	24,472	8,411	16,061	11,062	4,196	6,866
Professional staff	29,679	10,804	18,875	20,423	7,281	13,142	9,256	3,523	5,733
Executive/administrative/managerial	7,791	3,075	4,716	6,980	2,793	4,187	811	282	529
Faculty (instruction/research/public service)	17,169	6,241	10,928	10,250	3,492	6,758	6,919	2,749	4,170
Instruction/research assistants	1,028	364	664	NA	NA	NA	1,028	364	664
Other professional (support/service)	3,691	1,124	2,567	3,193	996	2,197	498	128	370
Nonprofessional staff	5,855	1,803	4,052	4,049	1,130	2,919	1,806	673	1,133
Technical and paraprofessionals	602	269	333	464	196	268	138	73	65
Clerical and secretarial	3,761	376	3,385	2,753	274	2,479	1,008	102	906
Skilled crafts	219	132	87	161	106	55	58	26	32
Service/maintenance	1,273	1,026	247	671	554	117	602	472	130

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Appendix B

Detailed Tables for Institutions of Higher Education (IHEs)

Table B-1a. Number of employees in institutions of higher education, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,662,075	1,274,676	1,387,399	1,801,371	856,289	945,082	860,704	418,387	442,317
Professional staff	1,744,867	946,134	798,733	1,066,510	590,916	475,594	678,357	355,218	323,139
Executive/administrative/managerial	147,445	82,127	65,318	140,990	79,232	61,758	6,455	2,895	3,560
Faculty (instruction/research/public service)	931,706	562,893	368,813	550,822	360,150	190,672	380,884	202,743	178,141
Instruction/research assistants	215,909	123,962	91,947	NA	NA	NA	215,909	123,962	91,947
Other professional (support/service)	449,807	177,152	272,655	374,698	151,534	223,164	75,109	25,618	49,491
Nonprofessional staff	917,208	328,542	588,666	734,861	265,373	469,488	182,347	63,169	119,178
Technical and paraprofessionals	187,900	75,996	111,904	141,677	59,212	82,465	46,223	16,764	29,439
Clerical and secretarial	441,196	54,706	386,490	348,946	32,962	315,986	92,248	21,744	70,504
Skilled crafts	64,583	60,494	4,089	61,273	58,160	3,113	3,310	2,334	976
Service/maintenance	223,529	137,346	86,183	182,963	115,039	67,924	40,566	22,307	18,259
Public	1,865,930	895,778	970,152	1,227,507	587,101	640,406	638,423	308,677	329,746
Professional staff	1,230,006	666,643	563,363	721,143	402,602	318,541	508,863	264,041	244,822
Executive/administrative/managerial	82,396	48,675	33,721	78,980	47,086	31,894	3,416	1,589	1,827
Faculty (instruction/research/public service)	656,833	391,496	265,337	386,576	251,018	135,558	270,257	140,478	129,779
Instruction/research assistants	181,743	104,291	77,452	NA	NA	NA	181,743	104,291	77,452
Other professional (support/service)	309,034	122,181	186,853	255,587	104,498	151,089	53,447	17,683	35,764
Nonprofessional staff	635,924	229,135	406,789	506,364	184,499	321,865	129,560	44,636	84,924
Technical and paraprofessionals	139,215	55,400	83,815	102,686	42,357	60,329	36,529	13,043	23,486
Clerical and secretarial	297,842	36,534	261,308	232,663	20,493	212,170	65,179	16,041	49,138
Skilled crafts	47,879	44,736	3,143	45,383	42,985	2,398	2,496	1,751	745
Service/maintenance	150,988	92,465	58,523	125,632	78,664	46,968	25,356	13,801	11,555
Private, nonprofit	769,698	365,947	403,751	559,239	262,701	296,538	210,459	103,246	107,213
Professional staff	493,375	267,970	225,405	334,512	182,824	151,688	158,863	85,146	73,717
Executive/administrative/managerial	62,541	32,249	30,292	59,606	30,985	28,621	2,935	1,264	1,671
Faculty (instruction/research/public service)	260,900	163,016	97,884	159,356	105,986	53,370	101,544	57,030	44,514
Instruction/research assistants	33,129	19,015	14,114	NA	NA	NA	33,129	19,015	14,114
Other professional (support/service)	136,805	53,690	83,115	115,550	45,853	69,697	21,255	7,837	13,418
Nonprofessional staff	276,323	97,977	178,346	224,727	79,877	144,850	51,596	18,100	33,496
Technical and paraprofessionals	47,839	20,292	27,547	38,350	16,604	21,746	9,489	3,688	5,801
Clerical and secretarial	140,242	17,800	122,442	113,770	12,198	101,572	26,472	5,602	20,870
Skilled crafts	16,552	15,655	897	15,775	15,090	685	777	565	212
Service/maintenance	71,690	44,230	27,460	56,832	35,985	20,847	14,858	8,245	6,613
Private, for profit	26,447	12,951	13,496	14,625	6,487	8,138	11,822	6,464	5,358
Professional staff	21,486	11,521	9,965	10,855	5,490	5,365	10,631	6,031	4,600
Executive/administrative/managerial	2,508	1,203	1,305	2,404	1,161	1,243	104	42	62
Faculty (instruction/research/public service)	13,973	8,381	5,592	4,890	3,146	1,744	9,083	5,235	3,848
Instruction/research assistants	1,037	656	381	NA	NA	NA	1,037	656	381
Other professional (support/service)	3,968	1,281	2,687	3,561	1,183	2,378	407	98	309
Nonprofessional staff	4,961	1,430	3,531	3,770	997	2,773	1,191	433	758
Technical and paraprofessionals	846	304	542	641	251	390	205	53	152
Clerical and secretarial	3,112	372	2,740	2,515	271	2,244	597	101	496
Skilled crafts	152	103	49	115	85	30	37	18	19
Service/maintenance	851	651	200	499	390	109	352	261	91

NA = Not applicable

NOTE Instruction/research assistants are defined as part time only

SOURCE U S Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

Table B-1b. Number of employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	2,662,075	2,043,257	273,450	109,972	101,818	13,491	77,758	42,329
Professional staff	1,744,867	1,400,072	107,025	48,795	75,226	7,354	71,268	35,127
Executive/administrative/managerial	147,445	125,569	13,268	3,991	2,649	732	642	594
Faculty (instruction/research/public service)	931,706	781,960	46,002	24,187	38,278	3,654	15,224	22,401
Instruction/research assistants	215,909	135,837	7,986	6,049	13,762	806	43,580	7,887
Other professional (support/service)	449,807	356,706	39,767	14,568	20,537	2,162	11,822	4,245
Nonprofessional staff	917,208	643,185	166,425	61,177	26,592	6,137	6,490	7,202
Technical and paraprofessionals	187,900	136,976	27,249	10,089	8,219	1,173	2,319	1,875
Clerical and secretarial	441,196	325,112	67,736	27,675	12,345	2,713	2,473	3,142
Skilled crafts	64,583	51,958	7,186	3,647	778	585	131	298
Service/maintenance	223,529	129,139	64,254	19,766	5,250	1,666	1,567	1,887
Public	1,865,930	1,429,514	188,282	80,035	70,185	11,354	59,688	26,872
Professional staff	1,230,006	981,025	75,606	36,901	52,759	6,217	56,208	21,290
Executive/administrative/managerial	82,396	69,763	7,680	2,360	1,368	546	146	333
Faculty (instruction/research/public service)	656,833	550,657	33,971	18,722	26,839	3,143	11,123	12,378
Instruction/research assistants	181,743	115,531	6,467	5,189	11,336	738	37,375	5,107
Other professional (support/service)	309,034	245,074	27,288	10,630	13,216	1,790	7,564	3,472
Nonprofessional staff	635,924	448,489	112,676	43,134	17,426	5,137	3,480	5,582
Technical and paraprofessionals	139,215	103,509	19,303	7,578	5,216	1,028	1,196	1,385
Clerical and secretarial	297,842	219,412	44,485	19,744	8,117	2,220	1,402	2,462
Skilled crafts	47,879	38,554	5,276	2,720	499	498	75	257
Service/maintenance	150,986	87,014	43,612	13,092	3,594	1,391	807	1,478
Private, nonprofit	769,698	592,637	83,117	28,680	30,818	2,048	18,010	14,388
Professional staff	493,375	401,595	29,957	11,155	21,800	1,069	15,009	12,790
Executive/administrative/managerial	62,541	53,591	5,234	1,553	1,245	177	495	246
Faculty (instruction/research/public service)	260,900	219,867	11,278	5,122	11,054	475	4,076	9,028
Instruction/research assistants	33,129	19,671	1,380	762	2,286	58	6,204	2,768
Other professional (support/service)	136,805	108,466	12,065	3,718	7,215	359	4,234	748
Nonprofessional staff	276,323	191,042	53,160	17,525	9,018	979	3,001	1,598
Technical and paraprofessionals	47,839	32,804	7,861	2,450	2,970	145	1,120	489
Clerical and secretarial	140,242	103,334	22,916	7,643	4,142	479	1,066	662
Skilled crafts	16,552	13,273	1,906	914	277	85	56	41
Service/maintenance	71,690	41,631	20,477	6,518	1,629	270	759	406
Private, for profit	26,447	21,106	2,051	1,257	815	89	60	1,069
Professional staff	21,486	17,452	1,462	739	667	68	51	1,047
Executive/administrative/managerial	2,508	2,215	154	78	36	9	1	15
Faculty (instruction/research/public service)	13,973	11,436	753	343	385	36	25	995
Instruction/research assistants	1,037	635	141	98	140	10	1	12
Other professional (support/service)	3,968	3,166	414	220	106	13	24	25
Nonprofessional staff	4,961	3,654	589	518	148	21	9	22
Technical and paraprofessionals	846	663	85	61	33	0	3	1
Clerical and secretarial	3,112	2,366	335	288	86	14	5	18
Skilled crafts	152	131	4	13	2	2	0	0
Service/maintenance	851	494	165	156	27	5	1	3

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-1c. Number of full-time employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	1,601,371	1,397,482	216,762	78,632	67,882	9,812	24,815	5,986
Professional staff	1,066,510	885,234	74,410	29,282	47,737	4,735	21,337	3,775
Executive/administrative/managerial	140,990	120,242	12,657	3,795	2,511	709	616	460
Faculty (instruction/research/public service)	550,822	468,518	26,835	12,942	27,572	2,156	10,853	1,946
Other professional (support/service)	374,698	296,474	34,918	12,545	17,654	1,870	9,868	1,369
Nonprofessional staff	734,861	512,248	142,352	49,350	20,145	5,077	3,478	2,211
Technical and paraprofessionals	141,677	102,694	22,516	7,374	6,088	893	1,666	446
Clerical and secretarial	348,948	258,286	56,338	21,163	9,088	2,211	911	951
Skilled crafts	61,273	49,394	6,778	3,542	727	553	106	171
Service/maintenance	182,963	101,874	56,720	17,271	4,242	1,420	793	643
Public	1,227,507	953,748	146,165	54,643	45,134	6,148	15,655	4,018
Professional staff	721,143	596,857	51,016	20,974	31,990	3,910	14,014	2,382
Executive/administrative/mangerial	78,980	66,971	7,560	2,260	1,305	526	134	224
Faculty (instruction/research/public service)	386,576	327,142	19,563	9,602	19,416	1,837	7,727	1,287
Other professional (support/service)	255,587	202,744	23,893	9,112	11,267	1,547	6,153	871
Nonprofessional staff	506,364	356,889	95,149	33,669	13,144	4,236	1,641	1,636
Technical and paraprofessionals	102,686	76,319	15,541	5,296	3,659	773	746	352
Clerical and secretarial	232,663	173,882	35,725	14,269	5,909	1,799	434	645
Skilled crafts	45,383	36,666	4,958	2,630	459	475	57	138
Service/maintenance	125,632	70,022	38,925	11,474	3,117	1,189	404	501
Private, nonprofit	559,239	431,781	69,353	23,168	22,336	1,618	9,131	1,852
Professional staff	334,512	279,170	22,595	7,904	15,455	794	7,297	1,297
Faculty (instruction/research/public service)	59,606	51,140	4,952	1,463	1,171	176	481	223
Instruction/research assistants	159,356	137,159	6,978	3,207	7,990	308	3,117	597
Other professional (support/service)	115,550	90,871	10,665	3,234	6,294	310	3,699	477
Nonprofessional staff	224,727	152,611	46,758	15,264	6,881	824	1,834	555
Technical and paraprofessionals	38,350	25,873	6,915	2,029	2,400	120	919	94
Clerical and secretarial	113,770	82,494	20,346	6,657	3,108	400	476	289
Service/maintenance	15,775	12,633	1,817	899	266	76	51	33
Skilled crafts	56,832	31,611	17,680	5,679	1,107	228	388	139
Private, for profit	14,625	11,955	1,244	821	412	48	29	116
Professional staff	10,855	9,207	799	404	292	31	26	96
Executive/administrative/mangerial	2,404	2,131	145	72	35	7	1	13
Faculty (instruction/research/public service)	4,890	4,217	294	133	164	11	9	62
Other professional (support/service)	3,561	2,859	360	199	93	13	16	21
Nonprofessional staff	3,770	2,748	445	417	120	17	3	20
Technical and paraprofessionals	641	502	60	49	29	0	1	0
Clerical and secretarial	2,515	1,910	267	237	71	12	1	17
Skilled crafts	115	95	3	13	2	2	0	0
Service/maintenance	499	241	115	118	18	3	1	3

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-1d. Number of part-time employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	860,704	645,775	56,688	31,340	33,936	3,679	52,943	36,343
Professional staff	678,357	514,838	32,615	19,513	27,489	2,619	49,931	31,352
Executive/administrative/managerial	6,455	5,327	611	196	138	23	26	134
Faculty (instruction/research/public service)	380,884	313,442	19,167	11,245	10,706	1,498	4,371	20,455
Instruction/research assistants	215,909	135,837	7,988	6,049	13,762	806	43,580	7,887
Other professional (support/service)	75,109	60,232	4,849	2,023	2,883	292	1,954	2,876
Nonprofessional staff	182,347	130,937	24,073	11,827	6,447	1,060	3,012	4,991
Technical and paraprofessionals	46,223	34,282	4,733	2,715	2,131	280	653	1,429
Clerical and secretarial	92,248	66,826	11,398	6,512	3,257	502	1,562	2,191
Skilled crafts	3,310	2,564	408	105	51	32	23	127
Service/maintenance	40,566	27,265	7,534	2,495	1,008	246	774	1,244
Public	638,423	475,768	42,117	25,392	25,051	3,208	44,033	22,854
Professional staff	508,863	384,168	24,590	15,927	20,769	2,307	42,194	18,908
Executive/administrative/managerial	3,416	2,792	320	100	63	20	12	109
Faculty (instruction/research/public service)	270,257	223,515	14,408	9,120	7,421	1,306	3,396	11,091
Instruction/research assistants	181,743	115,531	6,467	5,189	11,336	738	37,375	5,107
Other professional (support/service)	53,447	42,330	3,395	1,518	1,949	243	1,411	2,601
Nonprofessional staff	129,560	91,600	17,527	9,465	4,282	901	1,839	3,946
Technical and paraprofessionals	36,529	27,190	3,762	2,282	1,557	255	450	1,033
Clerical and secretarial	65,179	45,530	8,760	5,475	2,208	421	968	1,817
Skilled crafts	2,496	1,888	318	90	40	23	18	119
Service/maintenance	25,356	16,992	4,687	1,618	477	202	403	977
Private, nonprofit	210,459	160,856	13,764	5,512	8,482	430	8,879	12,536
Professional staff	158,863	122,425	7,362	3,251	6,345	275	7,712	11,493
Executive/administrative/managerial	2,935	2,451	282	90	74	1	14	23
Faculty (instruction/research/public service)	101,544	82,708	4,300	1,915	3,064	167	959	8,431
Instruction/research assistants	33,129	19,671	1,380	762	2,286	58	6,204	2,768
Other professional (support/service)	21,255	17,595	1,400	484	921	49	535	271
Nonprofessional staff	51,596	38,431	6,402	2,261	2,137	155	1,167	1,043
Technical and paraprofessionals	9,469	6,931	946	421	570	25	201	395
Clerical and secretarial	26,472	20,840	2,570	986	1,034	79	590	373
Skilled crafts	777	640	89	15	11	9	5	8
Service/maintenance	14,858	10,020	2,797	839	522	42	371	267
Private, for profit	11,822	9,151	807	436	403	41	31	953
Professional staff	10,631	8,245	663	335	375	37	25	951
Executive/administrative/managerial	104	84	9	6	1	2	0	2
Faculty (instruction/research/public service)	9,083	7,219	459	210	221	25	16	933
Instruction/research assistants	1,037	635	141	98	140	10	1	12
Other professional (support/service)	407	307	54	21	13	0	8	4
Nonprofessional staff	1,191	906	144	101	28	4	6	2
Technical and paraprofessionals	205	161	25	12	4	0	2	1
Clerical and secretarial	597	456	68	51	15	2	4	1
Skilled crafts	37	36	1	0	0	0	0	0
Service/maintenance	352	253	50	38	9	2	0	0

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-1e. Number of employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	1,274,676	1,387,399	980,448	1,062,809	105,880	167,590	50,641	59,331	55,078	46,740	6,128	7,363	51,861	25,897	24,660	17,669
Professional staff	946,134	798,733	757,657	642,415	45,498	61,527	24,784	24,011	44,737	30,489	3,690	3,664	48,732	22,536	21,036	14,091
Executive/administrative/managerial	82,127	65,318	71,373	54,196	6,123	7,145	2,062	1,929	1,458	1,193	376	356	392	250	345	249
Faculty (instruction/research/public service)	562,893	368,813	472,998	308,962	23,050	22,952	13,904	10,283	26,340	11,938	2,037	1,617	11,003	4,221	13,561	8,840
Instruction/research assistants	123,962	91,947	74,129	61,708	3,491	4,497	3,108	2,941	8,269	5,493	407	399	29,932	13,648	4,626	3,261
Other professional (support/service)	177,152	272,655	139,157	217,549	12,834	26,933	5,710	8,858	8,672	11,865	870	1,292	7,405	4,417	2,504	1,741
Nonprofessional staff	328,542	588,666	222,791	420,394	60,382	106,063	25,857	35,320	10,341	16,251	2,438	3,699	3,129	3,361	3,624	3,578
Technical and paraprofessionals	75,996	111,904	57,382	79,564	8,665	18,584	4,096	6,993	3,402	4,817	489	684	1,077	1,242	885	990
Clerical and secretarial	54,706	386,490	34,177	260,935	9,632	58,104	5,264	22,411	3,089	9,256	347	2,366	1,001	1,472	1,196	1,946
Skilled crafts	60,494	4,089	48,820	3,138	6,555	631	3,501	146	738	40	537	48	119	12	224	74
Service/maintenance	137,346	86,183	82,412	46,727	35,510	28,744	12,996	6,770	3,112	2,138	1,065	601	932	635	1,319	568
Public	895,778	970,152	686,997	742,517	72,723	115,559	36,868	43,169	38,497	31,888	5,124	6,230	40,308	19,380	15,263	11,609
Professional staff	666,643	563,363	529,906	451,119	32,019	43,567	19,007	17,894	31,747	21,012	3,080	3,137	38,601	17,607	12,283	9,007
Executive/administrative/managerial	48,675	33,721	42,019	27,744	3,915	3,985	1,370	990	810	558	278	268	86	60	197	136
Faculty (instruction/research/public service)	391,496	265,337	328,951	221,706	18,474	17,497	10,690	8,032	18,498	8,341	1,734	1,409	8,092	3,031	7,057	5,321
Instruction/research assistants	104,291	77,452	63,015	52,516	2,802	3,665	2,662	2,627	6,852	4,484	366	372	25,745	11,630	2,849	2,258
Other professional (support/service)	122,181	186,853	95,921	149,153	8,828	18,420	4,285	6,345	5,587	7,629	702	1,088	4,678	2,886	2,180	1,292
Nonprofessional staff	229,135	406,789	157,091	291,398	40,704	71,972	17,859	26,275	6,750	10,876	2,044	3,093	1,707	1,773	2,980	2,602
Technical and paraprofessionals	55,400	83,815	42,639	60,870	5,928	13,375	3,019	4,560	2,154	3,062	421	607	566	630	674	711
Clerical and secretarial	36,534	261,308	22,535	196,877	6,268	38,217	3,782	15,962	1,985	6,132	279	1,941	627	775	1,058	1,404
Skilled crafts	44,738	3,143	36,158	2,396	4,782	494	2,604	116	475	24	458	40	69	6	190	67
Service/maintenance	92,465	58,523	55,759	31,255	23,726	19,886	8,455	4,637	2,136	1,458	886	505	445	362	1,058	420
Private, nonprofit	365,947	403,751	283,256	309,381	32,179	50,938	13,202	15,478	16,109	14,709	956	1,092	11,521	6,489	8,724	5,664
Professional staff	267,970	225,405	218,488	183,107	12,753	17,204	5,404	5,751	12,563	9,237	572	497	10,103	4,906	8,087	4,703
Executive/administrative/managerial	32,249	30,292	28,283	25,308	2,142	3,092	661	892	623	622	95	82	306	189	139	107
Faculty (instruction/research/public service)	163,016	97,884	137,254	82,613	6,154	5,124	3,003	2,119	7,579	3,475	279	196	2,892	1,184	5,855	3,173
Instruction/research assistants	19,015	14,114	10,697	8,974	611	769	386	376	1,327	959	35	23	4,186	2,018	1,773	995
Other professional (support/service)	53,690	83,115	42,254	66,212	3,846	8,219	1,354	2,364	3,034	4,181	163	196	2,719	1,515	320	428
Nonprofessional staff	97,977	178,346	64,768	126,274	19,426	33,734	7,798	9,727	3,546	5,472	384	595	1,418	1,583	637	961
Technical and paraprofessionals	20,292	27,547	14,511	18,293	2,702	5,159	1,054	1,396	1,238	1,732	68	77	508	612	211	278
Clerical and secretarial	17,800	122,442	11,387	91,947	3,309	19,607	1,441	6,202	1,090	3,052	65	414	374	692	134	528
Skilled crafts	15,655	897	12,578	695	1,771	135	884	30	261	16	77	8	50	6	34	7
Service/maintenance	44,230	27,460	26,292	15,339	11,644	8,833	4,419	2,099	957	672	174	96	486	273	258	148
Private, for profit	12,951	13,496	10,195	10,911	958	1,093	573	684	472	343	48	41	32	28	673	396
Professional staff	11,521	9,965	9,263	8,189	726	736	373	366	427	240	38	30	28	23	666	381
Executive/administrative/managerial	1,203	1,305	1,071	1,144	66	88	31	47	23	13	3	6	0	1	9	6
Faculty (instruction/research/public service)	8,381	5,592	6,793	4,643	422	331	211	132	263	122	24	12	19	6	649	346
Instruction/research assistants	656	381	417	218	78	63	60	38	90	50	6	4	1	0	4	8
Other professional (support/service)	1,281	2,687	982	2,184	160	254	71	149	51	55	5	8	8	16	4	21
Nonprofessional staff	1,430	3,531	932	2,722	232	357	200	318	45	103	10	11	4	5	7	15
Technical and paraprofessionals	304	542	232	431	35	50	24	37	10	23	0	0	3	0	0	1
Clerical and secretarial	372	2,740	255	2,111	55	280	41	247	14	72	3	11	0	5	4	14
Skilled crafts	103	49	84	47	2	2	13	0	2	0	2	0	0	0	0	0
Service/maintenance	651	200	381	133	140	25	122	34	19	8	5	0	1	0	3	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

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Table B-1f. Number of full-time employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	856,269	945,082	678,058	719,424	81,910	134,852	35,779	42,853	36,854	31,028	4,444	5,368	16,245	8,570	2,999	2,987
Professional staff	590,916	475,594	497,011	388,223	30,797	43,613	14,727	14,555	29,173	18,584	2,378	2,357	14,708	6,629	2,122	1,653
Executive/administrative/managerial	79,232	61,758	69,022	51,220	5,835	6,822	1,966	1,829	1,388	1,123	368	341	379	237	274	186
Faculty (instruction/research/public service)	380,150	190,672	307,496	161,020	13,847	12,988	7,864	5,078	20,285	7,287	1,262	894	8,161	2,692	1,233	713
Other professional (support/service)	151,534	223,164	120,491	175,983	11,115	23,803	4,897	7,648	7,500	10,154	748	1,122	6,168	3,700	615	754
Nonprofessional staff	265,373	469,488	181,047	331,201	51,113	91,239	21,052	28,298	7,681	12,464	2,066	3,011	1,537	1,941	877	1,334
Technical and paraprofessionals	89,212	82,465	46,077	57,617	7,129	15,387	3,112	4,262	2,562	3,526	385	508	768	898	179	267
Clerical and secretarial	32,962	315,986	21,358	236,928	6,234	50,104	2,992	18,171	1,820	7,268	237	1,974	204	707	117	834
Skilled crafts	58,160	3,113	47,004	2,390	6,272	506	3,414	128	702	25	511	42	101	7	156	15
Service/maintenance	115,039	67,924	67,608	34,266	31,478	25,242	11,534	5,737	2,597	1,645	933	487	464	329	425	218
Public	587,101	640,406	465,712	488,034	55,380	90,785	24,849	29,794	24,999	20,135	3,688	4,458	10,415	5,240	2,058	1,960
Professional staff	402,602	318,541	337,524	259,333	21,222	29,794	10,787	10,187	20,038	11,952	1,955	1,955	9,688	4,326	1,388	994
Executive/administrative/managerial	47,086	31,894	40,738	26,233	3,765	3,795	1,319	941	779	526	270	256	80	54	135	89
Faculty (instruction/research/public service)	251,018	135,558	213,230	113,912	9,773	9,790	5,815	3,787	14,454	4,964	1,073	764	5,829	1,898	844	443
Other professional (support/service)	104,498	151,089	83,556	119,188	7,684	16,209	3,653	5,459	4,805	6,462	612	935	3,779	2,374	409	462
Nonprofessional staff	184,499	321,865	128,188	228,701	34,158	60,991	14,062	19,607	4,961	8,183	1,733	2,503	727	914	670	966
Technical and paraprofessionals	42,357	60,329	33,046	43,273	4,752	10,789	2,207	3,089	1,548	2,111	326	447	340	406	138	214
Clerical and secretarial	20,493	212,170	13,671	160,211	3,523	32,202	1,831	12,438	1,099	4,810	183	1,616	104	330	82	563
Skilled crafts	42,985	2,398	34,820	1,846	4,570	388	2,527	103	445	14	439	36	56	1	128	10
Service/maintenance	78,664	46,968	46,651	23,371	21,313	17,612	7,497	3,977	1,869	1,248	785	404	227	177	322	179
Private, nonprofit	262,701	296,538	207,062	224,719	25,980	43,373	10,603	12,565	11,626	10,710	731	887	5,816	3,315	883	969
Professional staff	182,824	151,688	154,823	124,347	9,199	13,396	3,766	4,138	8,939	6,516	406	388	5,008	2,289	683	614
Executive/administrative/managerial	30,985	28,621	27,247	23,893	2,008	2,944	618	845	587	584	95	81	299	182	131	92
Faculty (instruction/research/public service)	105,986	53,370	91,566	45,593	3,901	3,077	1,969	1,238	5,698	2,292	180	128	2,324	793	348	249
Other professional (support/service)	45,853	69,697	36,010	54,861	3,290	7,375	1,179	2,055	2,654	3,640	131	179	2,385	1,314	204	273
Nonprofessional staff	79,877	144,850	52,239	100,372	16,781	29,977	6,837	8,427	2,687	4,194	325	499	808	1,026	200	355
Technical and paraprofessionals	16,604	21,746	11,835	14,038	2,352	4,563	884	1,145	1,006	1,394	59	61	427	492	41	53
Clerical and secretarial	12,198	101,572	7,508	74,986	2,665	17,681	1,132	5,525	711	2,397	51	349	100	376	31	258
Skilled crafts	15,090	685	12,117	516	1,701	116	874	25	255	11	70	6	45	6	28	5
Service/maintenance	35,985	20,847	20,779	10,832	10,063	7,617	3,947	1,732	715	392	145	83	236	152	100	39
Private, for profit	6,487	8,138	5,284	6,671	550	694	327	494	229	183	25	23	14	15	58	58
Professional staff	5,490	5,365	4,664	4,543	376	423	174	230	196	96	17	14	12	14	51	45
Executive/administrative/managerial	1,161	1,243	1,037	1,094	62	83	29	43	22	13	3	4	0	1	8	5
Faculty (instruction/research/public service)	3,146	1,744	2,702	1,515	173	121	80	53	133	31	9	2	8	1	41	21
Other professional (support/service)	1,183	2,378	925	1,934	141	219	65	134	41	52	5	8	4	12	2	19
Nonprofessional staff	997	2,773	620	2,128	174	271	153	264	33	87	8	9	2	1	7	13
Technical and paraprofessionals	251	390	196	306	25	35	21	28	8	21	0	0	1	0	0	0
Clerical and secretarial	271	2,244	179	1,731	46	221	29	208	10	61	3	9	0	1	4	13
Skilled crafts	85	30	67	28	1	2	13	0	2	0	2	0	0	0	0	0
Service/maintenance	390	109	178	63	102	13	90	28	13	5	3	0	1	0	3	0

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-1g. Number of part-time employees in institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	418,387	442,317	302,390	343,385	23,950	32,738	14,862	16,478	18,224	15,712	1,684	1,995	35,616	17,327	21,661	14,682
Professional staff	355,218	323,139	260,646	254,192	14,701	17,914	10,057	9,456	15,564	11,925	1,312	1,307	34,024	15,907	18,914	12,438
Executive/administrative/managerial	2,895	3,560	2,351	2,976	288	323	96	100	68	70	8	15	13	13	71	63
Faculty (instruction/research/public service)	202,743	178,141	165,500	147,942	9,203	9,964	6,040	5,205	6,055	4,651	775	723	2,842	1,529	12,328	8,127
Instruction/research assistants	123,962	91,947	74,129	61,708	3,491	4,497	3,108	2,941	8,269	5,493	407	399	29,932	13,648	4,626	3,261
Other professional (support/service)	25,618	49,491	18,666	41,566	1,719	3,130	813	1,210	1,172	1,711	122	170	1,237	717	1,889	987
Nonprofessional staff	63,169	119,178	41,744	89,193	9,249	14,824	4,805	7,022	2,660	3,787	372	688	1,592	1,420	2,747	2,244
Technical and paraprofessionals	16,784	29,439	12,305	21,977	1,536	3,197	984	1,731	840	1,291	104	176	309	344	706	723
Clerical and secretarial	21,744	70,504	12,819	54,007	3,398	8,000	2,272	4,240	1,269	1,988	110	392	797	765	1,079	1,112
Skilled crafts	2,334	976	1,816	748	283	125	87	18	36	15	26	6	18	5	68	59
Service/maintenance	22,307	18,259	14,804	12,461	4,032	3,502	1,462	1,033	515	493	132	114	468	306	894	350
Public	308,677	329,746	221,285	254,483	17,343	24,774	12,017	13,375	13,498	11,553	1,436	1,772	29,893	14,140	13,205	9,649
Professional staff	264,041	244,822	192,382	191,786	10,797	13,793	8,220	7,707	11,709	9,060	1,125	1,182	28,913	13,281	10,895	8,013
Executive/administrative/managerial	1,589	1,827	1,281	1,511	150	170	51	49	31	32	8	12	6	6	62	47
Faculty (instruction/research/public service)	140,478	129,779	115,721	107,794	6,701	7,707	4,875	4,245	4,044	3,377	661	645	2,263	1,133	6,213	4,878
Instruction/research assistants	104,291	77,452	63,015	52,516	2,802	3,665	2,662	2,527	6,852	4,484	366	372	25,745	11,630	2,849	2,258
Other professional (support/service)	17,683	35,764	12,365	29,965	1,144	2,251	632	886	782	1,167	90	153	899	512	1,771	830
Nonprofessional staff	44,636	84,924	28,903	62,697	6,546	10,981	3,797	5,668	1,789	2,493	311	590	980	859	2,310	1,636
Technical and paraprofessionals	13,043	23,486	9,593	17,597	1,176	2,586	811	1,471	606	951	95	160	226	224	536	497
Clerical and secretarial	16,041	49,138	8,864	36,666	2,745	6,015	1,951	3,524	886	1,322	96	325	523	445	976	841
Skilled crafts	1,751	745	1,338	550	212	106	77	13	30	10	19	4	13	5	62	57
Service/maintenance	13,801	11,555	9,108	7,884	2,413	2,274	958	660	267	210	101	101	218	185	736	241
Private, nonprofit	103,246	107,213	76,194	84,662	6,199	7,565	2,599	2,913	4,483	3,999	225	205	5,705	3,174	7,841	4,695
Professional staff	85,146	73,717	63,665	58,760	3,554	3,808	1,638	1,613	3,624	2,721	166	109	5,095	2,617	7,404	4,089
Executive/administrative/managerial	1,264	1,671	1,036	1,415	134	148	43	47	36	38	0	1	7	7	8	15
Faculty (instruction/research/public service)	57,030	44,514	45,668	37,020	2,253	2,047	1,034	881	1,881	1,183	99	68	568	391	5,507	2,924
Instruction/research assistants	19,015	14,114	10,697	8,974	611	769	386	376	1,327	959	35	23	4,186	2,018	1,773	995
Other professional (support/service)	7,837	13,418	6,244	11,351	556	844	175	309	380	541	32	17	334	201	116	155
Nonprofessional staff	18,100	33,496	12,529	25,902	2,645	3,757	961	1,300	859	1,278	59	96	610	557	437	606
Technical and paraprofessionals	3,688	5,801	2,676	4,255	350	596	170	251	232	338	9	16	81	120	170	225
Clerical and secretarial	5,602	20,870	3,879	16,961	644	1,926	309	677	379	655	14	65	274	316	103	270
Skilled crafts	565	212	461	179	70	19	10	5	6	5	7	2	5	0	6	2
Service/maintenance	8,245	6,613	5,513	4,507	1,581	1,216	472	367	242	280	29	13	250	121	158	109
Private, for profit	6,464	5,358	4,911	4,240	408	399	246	190	243	160	23	18	18	13	615	338
Professional staff	6,031	4,600	4,599	3,646	350	313	199	136	231	144	21	16	16	9	615	336
Executive/administrative/managerial	42	62	34	50	4	5	2	4	1	0	0	2	0	0	1	1
Faculty (instruction/research/public service)	5,235	3,848	4,091	3,128	249	210	131	79	130	91	15	10	11	5	608	325
Instruction/research assistants	656	381	417	218	78	63	60	38	90	50	6	4	1	0	4	8
Other professional (support/service)	98	309	57	250	19	35	6	15	10	3	0	0	4	4	2	2
Nonprofessional staff	433	758	312	594	58	86	47	54	12	16	2	2	2	4	0	2
Technical and paraprofessionals	53	152	36	125	10	15	3	9	2	2	0	0	2	0	0	1
Clerical and secretarial	101	496	76	380	9	59	12	39	4	11	0	2	0	4	0	1
Skilled crafts	18	19	17	19	1	0	0	0	0	0	0	0	0	0	0	0
Service/maintenance	261	91	183	70	38	12	32	6	6	3	2	0	0	0	0	0

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-2a. Number of employees in 4-year institutions of higher education, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,153,480	1,043,723	1,109,757	1,543,552	741,835	801,717	609,928	301,888	308,040
Professional staff	1,388,728	767,553	621,175	909,198	510,969	398,229	479,530	256,584	222,946
Executive/administrative/managerial	122,904	68,525	54,379	117,913	66,312	51,601	4,991	2,213	2,778
Faculty (instruction/research/public service)	647,059	415,697	231,362	449,007	305,570	143,437	198,052	110,127	87,925
Instruction/research assistants	212,195	122,343	89,852	NA	NA	NA	212,195	122,343	89,852
Other professional (support/service)	406,570	160,988	245,582	342,278	139,087	203,191	64,292	21,901	42,391
Nonprofessional staff	764,752	276,170	488,582	634,354	230,866	403,488	130,398	45,304	85,094
Technical and paraprofessionals	153,748	62,980	90,768	120,583	50,913	69,670	33,165	12,067	21,098
Clerical and secretarial	361,266	44,003	317,263	298,887	29,792	269,095	62,379	14,211	48,168
Skilled crafts	57,678	54,506	3,172	55,500	52,884	2,616	2,178	1,622	556
Service/maintenance	192,060	114,681	77,379	159,384	97,277	62,107	32,676	17,404	15,272
Public	1,383,476	676,113	707,363	986,998	480,094	506,902	396,480	196,019	200,461
Professional staff	893,345	497,227	396,118	576,361	328,613	247,748	316,984	168,614	148,370
Executive/administrative/managerial	60,590	36,401	24,189	58,519	35,443	23,076	2,071	958	1,113
Faculty (instruction/research/public service)	384,399	250,584	133,815	291,049	199,881	91,168	93,350	50,703	42,647
Instruction/research assistants	178,342	102,834	75,508	NA	NA	NA	178,342	102,834	75,508
Other professional (support/service)	270,014	107,408	162,606	226,793	93,289	133,504	43,221	14,119	29,102
Nonprofessional staff	490,131	178,886	311,245	410,635	151,481	259,154	79,496	27,405	52,091
Technical and paraprofessionals	106,173	42,790	63,383	82,351	34,356	47,995	23,822	8,434	15,388
Clerical and secretarial	221,378	26,119	195,259	185,179	17,489	167,690	36,199	8,630	27,569
Skilled crafts	41,287	38,993	2,294	39,877	37,930	1,947	1,410	1,063	347
Service/maintenance	121,293	70,984	50,309	103,228	61,706	41,522	18,065	9,278	8,787
Private, nonprofit	757,103	360,546	396,557	550,947	259,117	291,830	206,156	101,429	104,727
Professional staff	484,349	263,816	220,533	328,737	180,134	148,603	155,612	83,682	71,930
Executive/administrative/managerial	61,357	31,639	29,718	58,480	30,404	28,076	2,877	1,235	1,642
Faculty (instruction/research/public service)	255,030	160,187	94,843	156,226	104,431	51,795	98,804	55,756	43,048
Instruction/research assistants	33,023	18,968	14,055	NA	NA	NA	33,023	18,968	14,055
Other professional (support/service)	134,939	53,022	81,917	114,031	45,299	68,732	20,908	7,723	13,185
Nonprofessional staff	272,754	96,730	176,024	222,210	78,983	143,227	50,544	17,747	32,797
Technical and paraprofessionals	47,314	20,065	27,249	38,013	16,450	21,563	9,301	3,615	5,686
Clerical and secretarial	138,589	17,683	120,906	112,585	12,145	100,440	26,004	5,538	20,466
Skilled crafts	16,349	15,487	862	15,607	14,944	663	742	543	199
Service/maintenance	70,502	43,495	27,007	56,005	35,444	20,561	14,497	8,051	6,446
Private, for profit	12,901	7,064	5,837	5,609	2,624	2,985	7,292	4,440	2,852
Professional staff	11,034	6,510	4,524	4,100	2,222	1,878	6,934	4,288	2,646
Executive/administrative/managerial	957	485	472	914	465	449	43	20	23
Faculty (instruction/research/public service)	7,630	4,926	2,704	1,732	1,258	474	5,898	3,668	2,230
Instruction/research assistants	830	541	289	NA	NA	NA	830	541	289
Other professional (support/service)	1,617	558	1,059	1,454	499	955	163	59	104
Nonprofessional staff	1,867	554	1,313	1,509	402	1,107	358	152	206
Technical and paraprofessionals	261	125	136	219	107	112	42	18	24
Clerical and secretarial	1,299	201	1,098	1,123	158	965	176	43	133
Skilled crafts	42	26	16	16	10	6	26	16	10
Service/maintenance	265	202	63	151	127	24	114	75	39

NA = Not applicable

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-2b. Number of employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	2,153,480	1,634,487	227,463	82,722	90,118	9,697	76,604	32,389
Professional staff	1,388,728	1,099,875	82,924	35,485	67,508	4,988	70,603	27,345
Executive/administrative/managerial	122,904	105,145	11,002	2,998	2,259	452	633	415
Faculty (instruction/research/public service)	647,059	539,499	29,392	14,260	31,984	1,970	14,723	15,231
Instruction/research assistants	212,195	132,756	7,696	5,944	13,712	794	43,575	7,718
Other professional (support/service)	406,570	322,475	34,834	12,283	19,553	1,772	11,672	3,981
Nonprofessional staff	764,752	534,612	144,539	47,237	22,610	4,709	6,001	5,044
Technical and paraprofessionals	153,748	111,230	23,500	7,528	7,171	847	2,186	1,286
Clerical and secretarial	361,266	267,010	57,247	20,346	10,240	2,089	2,249	2,085
Skilled crafts	57,678	46,486	6,556	3,134	682	506	117	197
Service/maintenance	192,060	109,886	57,236	16,229	4,517	1,267	1,449	1,476
Public	1,383,476	1,042,710	144,149	53,894	58,927	7,815	58,593	17,388
Professional staff	893,345	697,570	52,721	24,200	45,376	3,998	55,591	13,889
Executive/administrative/managerial	60,590	51,714	5,771	1,442	1,011	307	141	204
Faculty (instruction/research/public service)	384,399	318,839	18,035	9,124	20,768	1,518	10,647	5,468
Instruction/research assistants	178,342	112,691	6,200	5,094	11,298	727	37,370	4,962
Other professional (support/service)	270,014	214,326	22,715	8,540	12,299	1,446	7,433	3,255
Nonprofessional staff	490,131	345,140	91,428	29,694	13,551	3,817	3,002	3,499
Technical and paraprofessionals	106,173	78,588	15,646	5,145	4,202	723	1,066	803
Clerical and secretarial	221,378	164,129	34,298	12,628	6,064	1,623	1,181	1,455
Skilled crafts	41,287	33,361	4,649	2,221	405	428	61	162
Service/maintenance	121,293	69,062	36,835	9,700	2,880	1,043	694	1,079
Private, nonprofit	757,103	581,935	82,383	28,250	30,666	1,824	17,992	14,053
Professional staff	484,349	393,786	29,520	10,908	21,679	941	14,997	12,518
Executive/administrative/managerial	61,357	52,586	5,176	1,527	1,231	139	492	206
Faculty (instruction/research/public service)	255,030	214,712	11,030	4,969	10,978	427	4,071	8,843
Instruction/research assistants	33,023	19,591	1,370	761	2,284	57	6,204	2,756
Other professional (support/service)	134,939	106,897	11,944	3,651	7,186	318	4,230	713
Nonprofessional staff	272,754	188,149	52,863	17,342	8,987	883	2,995	1,535
Technical and paraprofessionals	47,314	32,431	7,823	2,372	2,963	124	1,118	483
Clerical and secretarial	138,569	101,939	22,796	7,586	4,125	457	1,066	620
Skilled crafts	16,349	13,093	1,905	905	277	78	56	35
Service/maintenance	70,502	40,686	20,339	6,479	1,622	224	755	397
Private, for profit	12,901	9,842	931	578	525	58	19	948
Professional staff	11,034	8,519	683	377	453	49	15	938
Executive/administrative/managerial	957	845	55	29	17	6	0	5
Faculty (instruction/research/public service)	7,630	5,948	327	167	238	25	5	920
Instruction/research assistants	630	474	126	69	130	10	1	0
Other professional (support/service)	1,617	1,252	175	92	68	8	9	13
Nonprofessional staff	1,867	1,323	248	201	72	9	4	10
Technical and paraprofessionals	261	211	31	11	6	0	2	0
Clerical and secretarial	1,299	942	153	132	51	9	2	10
Skilled crafts	42	32	2	8	0	0	0	0
Service/maintenance	265	138	62	50	15	0	0	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-2c. Number of full-time employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	1,543,552	1,191,344	190,241	63,776	61,600	7,430	24,446	4,715
Professional staff	909,198	751,859	62,224	23,458	44,125	3,430	21,118	2,984
Executive/administrative/managerial	117,913	101,007	10,516	2,872	2,151	440	607	320
Faculty (instruction/research/public service)	449,007	379,910	20,624	9,808	25,094	1,448	10,690	1,433
Other professional (support/service)	342,278	270,942	31,084	10,778	16,880	1,542	9,821	1,231
Nonprofessional staff	634,354	439,485	128,017	40,318	17,475	4,000	3,328	1,731
Technical and paraprofessionals	120,583	86,476	20,222	5,777	5,424	676	1,638	370
Clerical and secretarial	298,887	220,457	50,282	16,986	7,793	1,764	851	754
Skilled crafts	55,500	44,767	6,322	3,058	637	484	100	132
Service/maintenance	159,384	87,785	51,191	14,497	3,621	1,076	739	475
Public	986,996	762,077	120,931	40,523	39,141	5,992	15,327	3,005
Professional staff	576,361	474,241	39,654	15,516	28,583	2,731	13,829	1,807
Executive/administrative/managerial	58,519	50,012	5,567	1,405	976	297	129	133
Faculty (instruction/research/public service)	291,049	244,048	13,714	6,595	17,050	1,171	7,576	895
Other professional (support/service)	226,793	180,181	20,373	7,516	10,557	1,263	6,124	779
Nonprofessional staff	410,635	287,836	81,277	25,007	10,558	3,261	1,498	1,198
Technical and paraprofessionals	82,351	60,661	13,311	3,783	3,021	575	721	279
Clerical and secretarial	185,179	138,159	29,883	10,255	4,655	1,378	374	475
Skilled crafts	39,877	32,274	4,505	2,158	371	415	49	105
Service/maintenance	103,228	56,742	33,578	8,811	2,511	893	354	339
Private, nonprofit	550,947	424,774	68,809	22,920	22,235	1,411	9,117	1,681
Professional staff	328,737	274,184	22,277	7,777	15,374	679	7,288	1,158
Executive/administrative/managerial	58,480	50,191	4,894	1,438	1,158	138	478	183
Faculty (instruction/research/public service)	156,226	134,372	6,823	3,167	7,948	270	3,114	532
Other professional (support/service)	114,031	89,621	10,560	3,172	6,268	271	3,696	443
Nonprofessional staff	222,210	150,590	46,532	15,143	6,861	732	1,829	523
Technical and paraprofessionals	38,013	25,637	6,886	1,983	2,398	101	917	91
Clerical and secretarial	112,585	81,492	20,257	6,616	3,096	379	476	269
Skilled crafts	15,607	12,486	1,816	892	266	69	51	27
Service/maintenance	56,005	30,975	17,573	5,652	1,101	183	385	136
Private, for profit	5,609	4,493	501	333	224	27	2	29
Professional staff	4,100	3,434	293	165	168	20	1	19
Executive/administrative/managerial	914	804	55	29	17	5	0	4
Faculty (instruction/research/public service)	1,732	1,490	87	46	96	7	0	6
Other professional (support/service)	1,454	1,140	151	90	55	8	1	9
Nonprofessional staff	1,509	1,059	208	168	56	7	1	10
Technical and paraprofessionals	219	178	25	11	5	0	0	0
Clerical and secretarial	1,123	806	142	115	42	7	1	10
Skilled crafts	16	7	1	8	0	0	0	0
Service/maintenance	151	68	40	34	9	0	0	0

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-2d. Number of part-time employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	609,928	443,143	37,222	18,946	28,518	2,267	52,158	27,674
Professional staff	479,530	348,016	20,700	12,027	23,383	1,558	49,485	24,361
Executive/administrative/managerial	4,991	4,138	486	126	108	12	26	95
Faculty (instruction/research/public service)	198,052	159,589	8,768	4,452	6,890	522	4,033	13,798
Instruction/research assistants	212,195	132,756	7,696	5,944	13,712	794	43,575	7,718
Other professional (support/service)	64,292	51,533	3,750	1,505	2,673	230	1,851	2,750
Nonprofessional staff	130,398	95,127	16,522	6,919	5,135	709	2,673	3,313
Technical and paraprofessionals	33,165	24,754	3,278	1,751	1,747	171	548	916
Clerical and secretarial	62,379	46,553	6,965	3,360	2,447	325	1,398	1,331
Skilled crafts	2,178	1,719	234	76	45	22	17	65
Service/maintenance	32,676	22,101	6,045	1,732	896	191	710	1,001
Public	396,480	280,633	23,218	13,371	19,786	1,823	43,266	14,383
Professional staff	316,984	223,329	13,067	8,684	16,793	1,267	41,762	12,082
Executive/administrative/managerial	2,071	1,702	204	37	35	10	12	71
Faculty (instruction/research/public service)	93,350	74,791	4,321	2,529	3,718	347	3,071	4,573
Instruction/research assistants	178,342	112,691	6,200	5,094	11,296	727	37,370	4,962
Other professional (support/service)	43,221	34,145	2,342	1,024	1,742	183	1,309	2,476
Nonprofessional staff	79,496	57,304	10,151	4,687	2,993	556	1,504	2,301
Technical and paraprofessionals	23,822	17,927	2,335	1,362	1,181	148	345	524
Clerical and secretarial	36,199	25,970	4,415	2,373	1,409	245	807	980
Skilled crafts	1,410	1,087	144	63	34	13	12	57
Service/maintenance	18,065	12,320	3,257	889	369	150	340	740
Private, nonprofit	206,156	157,161	13,574	5,330	8,431	413	8,675	12,372
Professional staff	155,612	119,602	7,243	3,131	6,305	262	7,709	11,360
Executive/administrative/managerial	2,877	2,395	282	89	73	1	14	23
Faculty (instruction/research/public service)	98,804	80,340	4,207	1,802	3,030	157	957	8,311
Instruction/research assistants	33,023	19,591	1,370	761	2,284	57	6,204	2,756
Other professional (support/service)	20,908	17,276	1,384	479	918	47	534	270
Nonprofessional staff	50,544	37,559	6,331	2,199	2,126	151	1,166	1,012
Technical and paraprofessionals	9,301	6,794	937	389	565	23	201	392
Clerical and secretarial	26,004	20,447	2,539	970	1,029	78	590	351
Skilled crafts	742	607	89	13	11	9	5	8
Service/maintenance	14,497	9,711	2,766	827	521	41	370	261
Private, for profit	7,292	5,349	430	245	301	31	17	919
Professional staff	6,934	5,085	390	212	285	29	14	919
Executive/administrative/managerial	43	41	0	0	0	1	0	1
Faculty (instruction/research/public service)	5,898	4,458	240	121	142	18	5	914
Instruction/research assistants	830	474	126	89	130	10	1	0
Other professional (support/service)	163	112	24	2	13	0	8	4
Nonprofessional staff	358	264	40	33	16	2	3	0
Technical and paraprofessionals	42	33	6	0	1	0	2	0
Clerical and secretarial	176	136	11	17	9	2	1	0
Skilled crafts	26	25	1	0	0	0	0	0
Service/maintenance	114	70	22	16	6	0	0	0

NOTE: Instruction/research assistants are defined as part time only

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995

Table B-2e. Number of employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	1,043,723	1,109,757	793,929	840,558	86,930	140,533	37,881	44,841	49,480	40,638	4,398	5,299	51,275	25,329	19,830	12,559
Professional staff	767,553	621,175	605,693	494,182	35,305	47,619	17,777	17,708	40,789	26,719	2,505	2,483	48,382	22,221	17,102	10,243
Executive/administrative/managerial	68,525	54,379	59,863	45,282	5,045	5,957	1,505	1,493	1,248	1,011	234	218	385	248	245	170
Faculty (instruction/research/public service)	415,697	231,362	346,638	192,861	15,789	13,603	8,478	5,782	23,028	8,956	1,147	823	10,726	3,997	9,891	5,340
Instruction/research assistants	122,343	89,852	72,788	59,968	3,360	4,336	3,057	2,887	8,248	5,464	403	391	29,929	13,646	4,558	3,160
Other professional (support/service)	160,988	245,582	126,404	196,071	11,111	23,723	4,737	7,546	8,265	11,288	721	1,051	7,342	4,330	2,408	1,573
Nonprofessional staff	276,170	488,582	158,236	346,376	51,625	92,914	20,104	27,133	8,691	13,919	1,893	2,816	2,893	3,108	2,728	2,316
Technical and paraprofessionals	62,980	90,768	47,564	63,666	7,332	16,168	3,135	4,393	2,913	4,258	372	475	1,010	1,176	654	632
Clerical and secretarial	44,003	317,263	28,095	238,915	7,605	49,642	3,658	16,688	2,582	7,658	267	1,822	926	1,323	870	1,215
Skilled crafts	54,506	3,172	44,028	2,458	6,046	510	3,037	97	650	32	470	36	106	11	169	28
Service/maintenance	114,681	77,379	68,549	41,337	30,642	26,594	10,274	5,955	2,546	1,971	784	483	851	598	1,035	441
Public	676,113	707,363	509,887	532,823	54,597	89,552	24,580	29,314	33,125	25,802	3,505	4,310	39,759	18,834	10,660	6,728
Professional staff	497,227	396,118	385,763	311,807	22,374	30,347	12,304	11,896	27,992	17,384	1,963	2,035	38,281	17,310	8,550	5,339
Executive/administrative/managerial	36,401	24,189	31,683	20,031	2,894	2,877	843	599	617	394	160	147	81	60	123	81
Faculty (instruction/research/public service)	250,584	133,815	208,004	110,835	9,552	8,483	5,460	3,664	15,324	5,444	869	649	7,835	2,812	3,540	1,928
Instruction/research assistants	102,834	75,508	61,798	50,893	2,681	3,519	2,619	2,475	6,838	4,460	363	364	25,742	11,628	2,793	2,169
Other professional (support/service)	107,408	162,606	84,278	130,048	7,247	15,468	3,382	5,158	5,213	7,086	571	875	4,623	2,810	2,094	1,161
Nonprofessional staff	178,886	311,245	124,124	221,016	32,223	59,205	12,276	17,418	5,133	8,418	1,542	2,275	1,478	1,524	2,110	1,389
Technical and paraprofessionals	42,790	63,383	33,133	45,455	4,635	11,011	2,089	3,056	1,676	2,526	306	417	502	564	449	354
Clerical and secretarial	26,119	195,259	16,669	147,460	4,281	30,017	2,197	10,431	1,484	4,580	199	1,424	552	629	737	718
Skilled crafts	38,993	2,294	31,586	1,775	4,273	376	2,152	69	389	16	397	31	56	5	140	22
Service/maintenance	70,984	50,309	42,736	26,326	19,034	17,801	5,838	3,862	1,584	1,296	640	403	368	326	784	295
Private, nonprofit	360,546	396,557	278,711	303,224	31,870	50,513	13,010	15,240	16,027	14,639	863	961	11,506	6,486	8,559	5,494
Professional staff	263,816	220,533	214,931	178,855	12,566	16,954	5,272	5,636	12,494	9,185	515	426	10,093	4,904	7,945	4,573
Executive/administrative/managerial	31,639	29,718	27,752	24,834	2,122	3,054	650	877	619	612	72	67	304	188	120	86
Faculty (instruction/research/public service)	160,187	94,843	134,803	79,909	6,042	4,988	2,910	2,059	7,531	3,447	263	164	2,888	1,183	5,750	3,093
Instruction/research assistants	18,968	14,055	10,664	8,927	606	764	386	375	1,327	957	34	23	4,186	2,018	1,765	991
Other professional (support/service)	53,022	81,917	41,712	65,185	3,796	8,148	1,326	2,325	3,017	4,169	146	172	2,715	1,515	310	403
Nonprofessional staff	96,730	176,024	63,780	124,369	19,304	33,559	7,738	9,604	3,533	5,454	348	535	1,413	1,582	614	921
Technical and paraprofessionals	20,065	27,249	14,336	18,095	2,681	5,142	1,038	1,334	1,233	1,730	66	58	506	612	205	278
Clerical and secretarial	17,683	120,906	11,302	90,637	3,293	19,503	1,433	6,153	1,087	3,038	65	392	374	692	129	491
Skilled crafts	15,487	862	12,426	667	1,771	134	877	28	261	16	73	5	50	6	29	6
Service/maintenance	43,495	27,007	25,716	14,970	11,559	8,780	4,390	2,089	952	670	144	80	483	272	251	146
Private, for profit	7,064	5,837	5,331	4,511	463	468	291	287	328	197	30	28	10	9	611	337
Professional staff	6,510	4,524	4,999	3,520	385	318	201	176	303	150	27	22	8	7	607	331
Executive/administrative/managerial	485	472	428	417	29	26	12	17	12	5	2	4	0	0	2	3
Faculty (instruction/research/public service)	4,926	2,704	3,831	2,117	195	132	108	59	173	65	15	10	3	2	601	319
Instruction/research assistants	541	289	326	148	73	53	52	37	83	47	6	4	1	0	0	0
Other professional (support/service)	558	1,059	414	838	68	107	29	63	35	33	4	4	4	5	4	9
Nonprofessional staff	554	1,313	332	991	98	150	90	111	25	47	3	6	2	2	4	6
Technical and paraprofessionals	125	136	95	116	16	15	8	3	4	2	0	0	2	0	0	0
Clerical and secretarial	201	1,098	124	818	31	122	28	104	11	40	3	6	0	2	4	6
Skilled crafts	26	16	16	16	2	0	8	0	0	0	0	0	0	0	0	0
Service/maintenance	202	63	97	41	49	13	46	4	10	5	0	0	0	0	0	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-21. Number of full-time employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	741,835	801,717	585,762	605,582	71,336	118,905	29,116	34,661	33,890	27,710	3,371	4,059	16,028	8,418	2,333	2,382
Professional staff	510,969	398,229	428,119	323,740	25,816	38,409	11,761	11,697	27,290	18,835	1,725	1,705	14,573	6,545	1,686	1,298
Executive/administrative/managerial	66,312	51,601	58,060	42,947	4,814	5,702	1,447	1,425	1,194	957	230	210	372	235	195	125
Faculty (instruction/research/public service)	305,570	143,437	259,425	120,485	11,232	9,392	6,157	3,651	18,908	6,188	870	578	8,054	2,636	926	507
Other professional (support/service)	139,087	203,191	110,634	160,308	9,769	21,315	4,157	6,621	7,190	9,690	625	917	6,147	3,674	565	666
Nonprofessional staff	230,866	403,488	157,643	281,842	45,521	82,496	17,354	22,964	6,600	10,875	1,646	2,354	1,455	1,873	647	1,084
Technical and paraprofessionals	50,913	69,670	38,656	47,820	6,352	13,870	2,453	3,324	2,250	3,174	309	367	752	886	141	229
Clerical and secretarial	29,792	269,086	19,367	201,090	5,732	44,550	2,580	14,406	1,630	6,163	195	1,569	194	657	94	660
Skilled crafts	52,884	2,616	42,757	2,010	5,870	452	2,971	87	618	19	452	32	93	7	123	9
Service/maintenance	97,277	62,107	56,863	30,922	27,567	23,624	9,350	5,147	2,102	1,519	690	386	416	323	289	186
Public	480,094	506,902	379,637	382,440	45,359	75,572	18,470	22,053	22,175	16,966	2,714	3,278	10,225	5,102	1,514	1,491
Professional staff	328,613	247,748	273,756	200,485	16,603	23,051	7,988	7,528	18,272	10,311	1,361	1,370	9,573	4,256	1,060	747
Executive/administrative/managerial	35,443	23,076	30,908	19,104	2,797	2,770	828	577	598	378	156	141	75	54	81	52
Faculty (instruction/research/public service)	199,881	91,168	168,160	75,888	7,343	6,371	4,186	2,409	13,149	3,901	700	471	5,733	1,843	610	285
Other professional (support/service)	93,289	133,504	74,688	105,493	6,463	13,910	2,974	4,542	4,525	6,032	505	758	3,765	2,359	369	410
Nonprofessional staff	151,481	259,154	105,881	181,955	28,756	52,521	10,482	14,525	3,903	6,655	1,353	1,908	652	846	454	744
Technical and paraprofessionals	34,356	47,995	26,856	33,805	4,003	9,308	1,573	2,210	1,242	1,779	252	323	327	394	103	176
Clerical and secretarial	17,489	167,690	11,806	126,353	3,048	26,835	1,428	8,827	913	3,742	141	1,237	94	280	59	416
Skilled crafts	37,930	1,947	30,771	1,503	4,168	337	2,094	64	363	8	386	29	48	1	100	5
Service/maintenance	61,706	41,522	36,448	20,294	17,537	16,041	5,387	3,424	1,385	1,126	574	319	183	171	192	147
Private, nonprofit	259,117	291,830	204,032	220,742	25,753	43,056	10,503	12,417	11,575	10,660	643	768	5,803	3,314	808	873
Professional staff	180,134	148,603	152,495	121,689	9,066	13,211	3,704	4,073	8,897	6,477	353	326	5,000	2,288	619	539
Executive/administrative/managerial	30,404	28,076	26,744	23,447	1,988	2,908	807	831	584	574	72	66	297	181	112	71
Faculty (instruction/research/public service)	104,431	51,795	90,187	44,185	3,830	2,993	1,942	1,225	5,673	2,275	165	105	2,321	793	313	219
Other professional (support/service)	45,299	68,732	35,564	54,057	3,248	7,312	1,155	2,017	2,640	3,628	116	155	2,382	1,314	194	249
Nonprofessional staff	78,983	143,227	51,537	99,053	16,687	29,845	6,799	8,344	2,678	4,183	290	442	803	1,026	189	334
Technical and paraprofessionals	16,450	21,563	11,718	13,919	2,336	4,550	872	1,111	1,004	1,394	57	44	425	492	38	53
Clerical and secretarial	12,145	100,440	7,469	74,023	2,656	17,601	1,129	5,487	709	2,387	51	328	100	376	31	238
Skilled crafts	14,944	663	11,985	501	1,701	115	889	23	255	11	66	3	45	6	23	4
Service/maintenance	35,444	20,561	20,365	10,610	9,994	7,579	3,929	1,723	710	391	116	67	233	152	97	39
Private, for profit	2,624	2,985	2,093	2,400	224	277	142	191	140	84	14	13	0	2	11	18
Professional staff	2,222	1,878	1,868	1,568	146	147	69	98	121	47	11	9	0	1	7	12
Executive/administrative/managerial	465	449	408	398	29	26	12	17	12	5	2	3	0	0	2	2
Faculty (instruction/research/public service)	1,258	474	1,078	412	59	28	29	17	84	12	5	2	0	0	3	3
Other professional (support/service)	499	955	382	758	56	93	28	62	25	30	4	4	0	1	2	7
Nonprofessional staff	402	1,107	225	834	78	130	73	95	19	37	3	4	0	1	4	6
Technical and paraprofessionals	107	112	82	96	13	12	8	3	4	1	0	0	0	0	0	0
Clerical and secretarial	158	965	92	714	28	114	23	92	8	34	3	4	0	1	4	6
Skilled crafts	10	6	1	6	1	0	8	0	0	0	0	0	0	0	0	0
Service/maintenance	127	24	50	18	36	4	34	0	7	2	0	0	0	0	0	0

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-2g. Number of part-time employees in 4-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	301,888	308,040	208,167	234,978	15,594	21,628	8,766	10,180	15,590	12,928	1,027	1,240	35,247	18,911	17,497	10,177
Professional staff	256,584	222,946	177,574	170,442	9,490	11,210	6,016	6,011	13,499	9,884	780	778	33,809	15,676	15,416	8,945
Executive/administrative/managerial	2,213	2,778	1,803	2,336	231	256	58	68	64	54	4	8	13	13	50	45
Faculty (instruction/research/public service)	110,127	87,925	87,213	72,376	4,557	4,211	2,321	2,131	4,122	2,768	277	245	2,672	1,361	8,965	4,833
Instruction/research assistants	122,343	89,852	72,788	59,968	3,360	4,336	3,057	2,887	8,248	5,464	403	391	29,929	13,646	4,558	3,160
Other professional (support/service)	21,901	42,391	15,770	35,763	1,342	2,408	580	925	1,075	1,598	96	134	1,195	656	1,843	907
Nonprofessional staff	45,304	85,094	30,593	64,534	6,104	10,418	2,750	4,169	2,091	3,044	247	462	1,438	1,235	2,081	1,232
Technical and paraprofessionals	12,067	21,096	8,908	15,846	980	2,298	682	1,069	663	1,084	63	108	268	290	513	403
Clerical and secretarial	14,211	48,168	8,728	37,825	1,873	5,092	1,078	2,282	952	1,495	72	253	732	666	776	555
Skilled crafts	1,622	556	1,271	448	178	58	66	10	32	13	18	4	13	4	46	19
Service/maintenance	17,404	15,272	11,686	10,415	3,075	2,970	924	808	444	452	94	97	435	275	746	255
Public	190,019	200,461	130,250	150,383	9,238	13,980	6,110	7,261	10,950	8,836	791	1,032	29,534	13,732	9,146	5,237
Professional staff	168,614	148,370	112,007	111,322	5,771	7,296	4,316	4,368	9,720	7,073	602	665	28,708	13,054	7,490	4,592
Executive/administrative/managerial	958	1,113	775	927	97	107	15	22	19	16	4	6	6	6	42	29
Faculty (instruction/research/public service)	50,703	42,647	39,844	34,947	2,209	2,112	1,274	1,255	2,175	1,543	169	178	2,102	969	2,930	1,643
Instruction/research assistants	102,834	75,508	61,798	50,893	2,681	3,519	2,619	2,475	6,838	4,460	363	364	25,742	11,628	2,793	2,169
Other professional (support/service)	14,119	29,102	9,590	24,555	784	1,558	408	616	688	1,054	66	117	858	451	1,725	751
Nonprofessional staff	27,405	52,091	18,243	39,061	3,467	6,684	1,794	2,893	1,230	1,763	189	367	826	678	1,656	645
Technical and paraprofessionals	8,434	15,388	6,277	11,650	632	1,703	516	846	434	747	54	94	175	170	346	178
Clerical and secretarial	8,630	27,569	4,863	21,107	1,233	3,182	769	1,604	571	838	58	187	458	349	678	302
Skilled crafts	1,083	347	815	272	105	39	58	5	26	8	11	2	8	4	40	17
Service/maintenance	9,278	8,787	6,288	6,032	1,497	1,760	451	438	199	170	66	84	185	155	592	148
Private, nonprofit	101,429	104,727	74,679	82,482	6,117	7,457	2,507	2,823	4,452	3,979	220	193	5,703	3,172	7,751	4,621
Professional staff	83,682	71,930	62,436	57,166	3,500	3,743	1,568	1,563	3,597	2,708	162	100	5,093	2,616	7,326	4,034
Executive/administrative/managerial	1,235	1,642	1,008	1,387	134	148	43	46	35	38	0	1	7	7	8	15
Faculty (instruction/research/public service)	55,756	43,048	44,616	35,724	2,212	1,995	968	834	1,856	1,172	98	59	567	390	5,437	2,874
Instruction/research assistants	18,968	14,055	10,664	8,927	606	764	386	375	1,327	957	34	23	4,186	2,018	1,765	991
Other professional (support/service)	7,723	13,185	6,148	11,128	548	836	171	308	377	541	30	17	333	201	116	154
Nonprofessional staff	17,747	32,797	12,243	25,316	2,617	3,714	939	1,260	855	1,271	58	93	610	556	425	587
Technical and paraprofessionals	3,615	5,686	2,618	4,176	345	592	166	223	229	336	9	14	81	120	167	225
Clerical and secretarial	5,538	20,466	3,833	16,614	637	1,902	304	666	378	651	14	64	274	316	98	253
Skilled crafts	543	199	441	168	70	19	8	5	6	5	7	2	5	0	6	2
Service/maintenance	8,051	6,446	5,351	4,360	1,565	1,201	461	366	242	279	28	13	250	120	154	107
Private, for profit	4,440	2,852	3,238	2,111	239	191	149	96	188	113	16	15	10	7	600	319
Professional staff	4,288	2,646	3,131	1,954	219	171	132	80	182	103	16	13	8	6	600	319
Executive/administrative/managerial	20	23	20	21	0	0	0	0	0	0	0	1	0	0	0	1
Faculty (instruction/research/public service)	3,668	2,230	2,753	1,705	136	104	79	42	89	53	10	8	3	2	598	316
Instruction/research assistants	541	289	326	148	73	53	52	37	83	47	6	4	1	0	0	0
Other professional (support/service)	59	104	32	80	10	14	1	1	10	3	0	0	4	4	2	2
Nonprofessional staff	152	206	107	157	20	20	17	16	6	10	0	2	2	1	0	0
Technical and paraprofessionals	18	24	13	20	3	3	0	0	0	1	0	0	2	0	0	0
Clerical and secretarial	43	133	32	104	3	8	5	12	3	6	0	2	0	1	0	0
Skilled crafts	16	10	15	10	1	0	0	0	0	0	0	0	0	0	0	0
Service/maintenance	75	39	47	23	13	9	12	4	3	3	0	0	0	0	0	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-3a. Number of employees in 2-year institutions of higher education, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	507,679	230,586	277,093	257,109	114,164	142,945	250,570	116,422	134,148
Professional staff	355,667	178,340	177,327	156,975	79,768	77,207	198,692	98,572	100,120
Executive/administrative/managerial	24,405	13,531	10,874	22,981	12,863	10,118	1,424	668	756
Faculty (instruction/research/public service)	284,415	147,066	137,349	101,671	54,496	47,175	182,744	92,570	90,174
Instruction/research assistants	3,714	1,619	2,095	NA	NA	NA	3,714	1,619	2,095
Other professional (support/service)	43,133	16,124	27,009	32,323	12,409	19,914	10,810	3,715	7,095
Nonprofessional staff	152,012	52,246	99,766	100,134	34,396	65,738	51,878	17,850	34,028
Technical and paraprofessionals	34,085	12,986	21,099	21,033	8,273	12,760	13,052	4,713	8,339
Clerical and secretarial	79,654	10,668	68,986	49,833	3,141	46,692	29,821	7,527	22,294
Skilled crafts	6,832	5,945	887	5,709	5,233	476	1,123	712	411
Service/maintenance	31,441	22,647	8,794	23,559	17,749	5,810	7,882	4,898	2,984
Public	482,346	219,625	262,721	240,443	106,982	133,461	241,903	112,643	129,260
Professional staff	336,572	169,382	167,190	144,730	73,969	70,761	191,842	95,413	96,429
Executive/administrative/managerial	21,801	12,273	9,528	20,456	11,642	8,814	1,345	631	714
Faculty (instruction/research/public service)	272,371	140,886	131,485	95,499	51,124	44,375	176,872	89,762	87,110
Instruction/research assistants	3,401	1,457	1,944	NA	NA	NA	3,401	1,457	1,944
Other professional (support/service)	38,999	14,766	24,233	28,775	11,203	17,572	10,224	3,563	6,661
Nonprofessional staff	145,774	50,243	95,531	95,713	33,013	62,700	50,061	17,230	32,831
Technical and paraprofessionals	33,039	12,608	20,431	20,333	8,000	12,333	12,706	4,608	8,098
Clerical and secretarial	76,453	10,415	66,038	47,475	3,004	44,471	28,978	7,411	21,567
Skilled crafts	6,592	5,743	849	5,506	5,055	451	1,086	688	398
Service/maintenance	29,690	21,477	8,213	22,399	16,954	5,445	7,291	4,523	2,768
Private, nonprofit	12,514	5,353	7,161	8,253	3,563	4,690	4,261	1,790	2,471
Professional staff	8,962	4,112	4,850	5,742	2,671	3,071	3,220	1,441	1,779
Executive/administrative/managerial	1,176	605	571	1,120	577	543	56	28	28
Faculty (instruction/research/public service)	5,832	2,800	3,032	3,116	1,547	1,571	2,714	1,253	1,461
Instruction/research assistants	106	47	59	NA	NA	NA	106	47	59
Other professional (support/service)	1,848	660	1,188	1,504	547	957	344	113	231
Nonprofessional staff	3,552	1,241	2,311	2,511	892	1,619	1,041	349	692
Technical and paraprofessionals	518	222	296	335	152	183	183	70	113
Clerical and secretarial	1,647	117	1,530	1,181	53	1,128	466	64	402
Skilled crafts	203	168	35	168	146	22	35	22	13
Service/maintenance	1,184	734	450	827	541	286	357	193	164
Private, for profit	12,819	5,608	7,211	8,413	3,619	4,794	4,406	1,989	2,417
Professional staff	10,133	4,846	5,287	6,503	3,128	3,375	3,630	1,718	1,912
Executive/administrative/managerial	1,428	653	775	1,405	644	761	23	9	14
Faculty (instruction/research/public service)	6,212	3,380	2,832	3,054	1,825	1,229	3,158	1,555	1,603
Instruction/research assistants	207	115	92	NA	NA	NA	207	115	92
Other professional (support/service)	2,286	698	1,588	2,044	659	1,385	242	39	203
Nonprofessional staff	2,686	762	1,924	1,910	491	1,419	776	271	505
Technical and paraprofessionals	528	156	372	365	121	244	163	35	128
Clerical and secretarial	1,554	136	1,418	1,177	84	1,093	377	52	325
Skilled crafts	37	34	3	35	32	3	2	2	0
Service/maintenance	567	436	131	333	254	79	234	182	52

NA = Not applicable.

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-3b. Number of employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	507,679	407,963	45,937	27,205	11,696	3,792	1,154	9,932
Professional staff	355,667	299,790	24,070	13,283	7,716	2,365	665	7,778
Executive/administrative/managerial	24,405	20,308	2,257	984	390	279	9	178
Faculty (instruction/research/public service)	284,415	242,265	16,591	9,914	6,292	1,684	501	7,168
Instruction/research assistants	3,714	3,081	292	105	50	12	5	169
Other professional (support/service)	43,133	34,136	4,930	2,280	984	390	150	263
Nonprofessional staff	152,012	108,173	21,867	13,922	3,980	1,427	489	2,154
Technical and paraprofessionals	34,085	25,692	3,744	2,553	1,048	326	133	589
Clerical and secretarial	79,654	57,844	10,482	7,324	2,103	624	224	1,053
Skilled crafts	6,832	5,400	629	513	96	79	14	101
Service/maintenance	31,441	19,237	7,012	3,532	733	398	118	411
Public	482,346	386,718	44,133	26,120	11,257	3,539	1,095	9,484
Professional staff	336,572	283,381	22,885	12,687	7,382	2,219	617	7,401
Executive/administrative/managerial	21,801	18,046	2,109	916	357	239	5	129
Faculty (instruction/research/public service)	272,371	231,765	15,936	9,589	6,070	1,625	476	6,910
Instruction/research assistants	3,401	2,840	267	95	38	11	5	145
Other professional (support/service)	38,999	30,730	4,573	2,087	917	344	131	217
Nonprofessional staff	145,774	103,337	21,248	13,433	3,875	1,320	478	2,083
Technical and paraprofessionals	33,039	24,920	3,657	2,431	1,014	305	130	582
Clerical and secretarial	76,453	55,274	10,187	7,114	2,053	597	221	1,007
Skilled crafts	6,592	5,193	627	499	94	70	14	95
Service/maintenance	29,690	17,950	6,777	3,389	714	348	113	399
Private, nonprofit	12,514	10,633	728	429	152	224	18	330
Professional staff	8,962	7,752	432	246	121	128	12	271
Executive/administrative/managerial	1,176	997	58	26	14	38	3	40
Faculty (instruction/research/public service)	5,832	5,120	245	153	76	48	5	185
Instruction/research assistants	106	80	10	1	2	1	0	12
Other professional (support/service)	1,848	1,555	119	66	29	41	4	34
Nonprofessional staff	3,552	2,881	296	183	31	96	6	59
Technical and paraprofessionals	518	366	38	78	7	21	2	6
Clerical and secretarial	1,647	1,393	120	57	17	22	0	38
Skilled crafts	203	180	1	9	0	7	0	6
Service/maintenance	1,184	942	137	39	7	46	4	9
Private, for profit	12,819	10,612	1,076	656	287	29	41	118
Professional staff	10,133	8,657	753	350	213	18	36	106
Executive/administrative/managerial	1,428	1,265	90	42	19	2	1	9
Faculty (instruction/research/public service)	6,212	5,380	410	172	146	11	20	73
Instruction/research assistants	207	161	15	9	10	0	0	12
Other professional (support/service)	2,286	1,851	238	127	38	5	15	12
Nonprofessional staff	2,686	1,955	323	306	74	11	5	12
Technical and paraprofessionals	528	406	49	44	27	0	1	1
Clerical and secretarial	1,554	1,177	175	153	33	5	3	8
Skilled crafts	37	27	1	5	2	2	0	0
Service/maintenance	567	345	98	104	12	4	1	3

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-3c. Number of full-time employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	257,109	205,505	26,464	14,824	6,279	2,381	369	1,267
Professional staff	156,975	133,076	12,164	5,809	3,611	1,305	219	791
Executive/administrative/managerial	22,981	19,145	2,138	920	360	269	9	140
Faculty (instruction/research/public service)	101,671	86,488	6,195	3,127	2,477	708	163	513
Other professional (support/service)	32,323	25,443	3,831	1,762	774	328	47	138
Nonprofessional staff	100,134	72,429	14,320	9,015	2,668	1,076	150	476
Technical and paraprofessionals	21,033	16,169	2,289	1,590	664	217	28	76
Clerical and secretarial	49,833	37,618	6,050	4,172	1,293	447	60	193
Skilled crafts	5,709	4,564	455	484	90	69	8	39
Service/maintenance	23,559	14,078	5,526	2,769	621	343	54	168
Public	240,443	191,616	25,234	14,105	5,993	2,154	328	1,013
Professional staff	144,730	122,573	11,362	5,449	3,407	1,179	185	575
Executive/administrative/managerial	20,456	16,956	1,993	853	329	229	5	91
Faculty (instruction/research/public service)	95,499	83,070	5,849	3,003	2,368	666	151	392
Other professional (support/service)	28,775	22,547	3,520	1,593	710	284	29	92
Nonprofessional staff	95,713	69,043	13,872	8,656	2,586	975	143	438
Technical and paraprofessionals	20,333	15,657	2,230	1,512	638	198	25	73
Clerical and secretarial	47,475	35,716	5,842	4,012	1,254	421	60	170
Skilled crafts	5,506	4,392	453	472	88	60	8	33
Service/maintenance	22,399	13,278	5,347	2,660	606	296	50	162
Private, nonprofit	8,253	6,977	540	247	101	207	14	167
Professional staff	5,742	4,958	314	126	81	115	9	139
Executive/administrative/managerial	1,120	943	58	25	13	38	3	40
Faculty (instruction/research/public service)	3,118	2,777	153	40	42	38	3	65
Other professional (support/service)	1,504	1,238	103	61	26	39	3	34
Nonprofessional staff	2,511	2,019	226	121	20	92	5	28
Technical and paraprofessionals	335	234	29	46	2	19	2	3
Clerical and secretarial	1,181	1,002	89	41	12	21	0	16
Skilled crafts	168	147	1	7	0	7	0	6
Service/maintenance	827	636	107	27	6	45	3	3
Private, for profit	8,413	6,912	710	472	185	20	27	87
Professional staff	6,503	5,545	488	234	123	11	25	77
Executive/administrative/managerial	1,405	1,246	87	42	18	2	1	9
Faculty (instruction/research/public service)	3,054	2,641	193	84	67	4	9	56
Other professional (support/service)	2,044	1,658	208	108	38	5	15	12
Nonprofessional staff	1,910	1,367	222	238	62	9	2	10
Technical and paraprofessionals	365	278	30	32	24	0	1	0
Clerical and secretarial	1,177	900	119	119	27	5	0	7
Skilled crafts	35	25	1	5	2	2	0	0
Service/maintenance	333	184	72	82	9	2	1	3

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995.

Table B-3d. Number of part-time employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	250,570	202,458	19,453	12,381	5,417	1,411	785	8,665
Professional staff	198,692	166,714	11,906	7,474	4,105	1,060	446	6,987
Executive/administrative/managerial	1,424	1,163	119	64	30	10	0	38
Faculty (instruction/research/public service)	182,744	153,777	10,396	6,787	3,815	976	338	6,655
Instruction/research assistants	3,714	3,081	292	105	50	12	5	169
Other professional (support/service)	10,810	8,693	1,099	518	210	62	103	125
Nonprofessional staff	51,878	35,744	7,547	4,907	1,312	351	339	1,678
Technical and paraprofessionals	13,052	9,523	1,455	963	384	109	105	513
Clerical and secretarial	29,821	20,226	4,432	3,152	810	177	164	860
Skilled crafts	1,123	836	174	29	6	10	6	62
Service/maintenance	7,882	5,159	1,486	763	112	55	64	243
Public	241,903	195,102	18,899	12,015	5,264	1,385	767	8,471
Professional staff	191,842	160,808	11,523	7,238	3,975	1,040	432	6,826
Executive/administrative/managerial	1,345	1,090	116	63	28	10	0	38
Faculty (instruction/research/public service)	176,872	148,695	10,087	6,586	3,702	959	325	6,518
Instruction/research assistants	3,401	2,840	267	95	38	11	5	145
Other professional (support/service)	10,224	8,183	1,053	494	207	60	102	125
Nonprofessional staff	50,061	34,294	7,376	4,777	1,289	345	335	1,645
Technical and paraprofessionals	12,706	9,263	1,427	919	376	107	105	509
Clerical and secretarial	28,978	19,558	4,345	3,102	799	176	161	837
Skilled crafts	1,086	801	174	27	6	10	6	62
Service/maintenance	7,291	4,672	1,430	729	108	52	63	237
Private, nonprofit	4,261	3,656	188	182	51	17	4	163
Professional staff	3,220	2,794	118	120	40	13	3	132
Executive/administrative/managerial	56	54	0	1	1	0	0	0
Faculty (instruction/research/public service)	2,714	2,343	92	113	34	10	2	120
Instruction/research assistants	106	80	10	1	2	1	0	12
Other professional (support/service)	344	317	16	5	3	2	1	0
Nonprofessional staff	1,041	862	70	62	11	4	1	31
Technical and paraprofessionals	183	132	9	32	5	2	0	3
Clerical and secretarial	466	391	31	16	5	1	0	22
Skilled crafts	35	33	0	2	0	0	0	0
Service/maintenance	357	306	30	12	1	1	1	6
Private, for profit	4,406	3,700	366	184	102	9	14	31
Professional staff	3,630	3,112	265	116	90	7	11	29
Executive/administrative/managerial	23	19	3	0	1	0	0	0
Faculty (instruction/research/public service)	3,158	2,739	217	88	79	7	11	17
Instruction/research assistants	207	161	15	9	10	0	0	12
Other professional (support/service)	242	193	30	19	0	0	0	0
Nonprofessional staff	776	588	101	68	12	2	3	2
Technical and paraprofessionals	163	128	19	12	3	0	0	1
Clerical and secretarial	377	277	56	34	6	0	3	1
Skilled crafts	2	2	0	0	0	0	0	0
Service/maintenance	234	181	26	22	3	2	0	0

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995.

Table B-3e. Number of employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	230,586	277,093	186,199	221,764	18,903	27,034	12,743	14,462	5,598	6,098	1,729	2,083	586	568	4,828	5,104
Professional staff	178,340	177,327	151,752	148,038	10,176	13,894	6,997	6,286	3,948	3,768	1,185	1,180	350	315	3,932	3,846
Executive/administrative/managerial	13,531	10,874	11,447	8,861	1,074	1,183	554	430	208	182	142	137	7	2	99	79
Faculty (instruction/research/public service)	147,066	137,349	126,248	116,017	7,250	9,341	5,420	4,494	3,312	2,980	890	794	277	224	3,669	3,499
Instruction/research assistants	1,619	2,095	1,341	1,740	131	161	51	54	21	29	4	8	3	2	68	101
Other professional (support/service)	16,124	27,009	12,716	21,420	1,721	3,209	972	1,308	407	577	149	241	63	87	96	167
Nonprofessional staff	52,246	99,766	34,447	73,726	8,727	13,140	5,746	8,176	1,650	2,330	544	883	236	253	896	1,258
Technical and paraprofessionals	12,986	21,099	9,793	15,899	1,331	2,413	958	1,595	489	559	117	209	67	66	231	358
Clerical and secretarial	10,668	68,986	6,050	51,794	2,024	8,458	1,606	5,718	507	1,596	80	544	75	149	326	727
Skilled crafts	5,945	887	4,749	651	509	120	464	49	88	8	67	12	13	1	55	46
Service/maintenance	22,647	8,794	13,855	5,382	4,863	2,149	2,718	814	566	167	280	118	81	37	284	127
Public	219,625	262,721	177,079	209,639	18,126	26,007	12,277	13,843	5,372	5,885	1,619	1,920	549	546	4,603	4,881
Professional staff	169,382	167,190	144,115	139,266	9,645	13,240	6,697	5,990	3,755	3,627	1,117	1,102	320	297	3,733	3,668
Executive/administrative/managerial	12,273	9,528	10,335	7,711	1,021	1,088	527	389	193	164	118	121	5	0	74	55
Faculty (instruction/research/public service)	140,886	131,485	120,926	110,839	6,922	9,014	5,225	4,364	3,174	2,896	865	760	257	219	3,517	3,393
Instruction/research assistants	1,457	1,944	1,217	1,623	121	146	43	52	14	24	3	8	3	2	56	89
Other professional (support/service)	14,766	24,233	11,637	19,093	1,581	2,992	902	1,185	374	543	131	213	55	76	86	131
Nonprofessional staff	50,243	95,531	32,964	70,373	8,481	12,767	5,580	7,853	1,617	2,258	502	818	229	249	870	1,213
Technical and paraprofessionals	12,608	20,431	9,505	15,415	1,293	2,364	928	1,503	478	536	115	190	64	66	225	357
Clerical and secretarial	10,415	66,038	5,866	49,406	1,987	8,200	1,585	5,529	501	1,552	80	517	75	146	321	686
Skilled crafts	5,743	849	4,572	621	509	118	452	47	86	8	61	9	13	1	50	45
Service/maintenance	21,477	8,213	13,021	4,929	4,692	2,085	2,615	774	552	162	246	102	77	36	274	125
Private, nonprofit	5,353	7,161	4,500	6,133	306	422	192	237	82	70	93	131	15	3	165	165
Professional staff	4,112	4,850	3,518	4,234	184	248	132	114	69	52	57	71	10	2	142	129
Executive/administrative/managerial	605	571	526	471	20	38	11	15	4	10	23	15	2	1	19	21
Faculty (instruction/research/public service)	2,800	3,032	2,424	2,696	110	135	93	60	48	28	16	32	4	1	105	80
Instruction/research assistants	47	59	33	47	5	5	0	1	0	2	1	0	0	0	8	4
Other professional (support/service)	660	1,188	535	1,020	49	70	28	38	17	12	17	24	4	0	10	24
Nonprofessional staff	1,241	2,311	982	1,899	122	174	60	123	13	18	36	60	5	1	23	36
Technical and paraprofessionals	222	296	170	196	21	17	16	62	5	2	2	19	2	0	6	0
Clerical and secretarial	117	1,530	85	1,308	16	104	8	49	3	14	0	22	0	0	5	33
Skilled crafts	168	35	152	28	0	1	7	2	0	0	4	3	0	0	5	1
Service/maintenance	734	450	575	367	85	52	29	10	5	2	30	16	3	1	7	2
Private, for profit	5,608	7,211	4,620	5,992	471	605	274	382	144	143	17	12	22	19	60	58
Professional staff	4,846	5,287	4,119	4,538	347	406	168	182	124	89	11	7	20	16	57	49
Executive/administrative/managerial	653	775	586	679	33	57	16	26	11	8	1	1	0	1	6	3
Faculty (instruction/research/public service)	3,380	2,832	2,898	2,482	218	192	102	70	90	56	9	2	16	4	47	26
Instruction/research assistants	115	92	91	70	5	10	8	1	7	3	0	0	0	0	4	8
Other professional (support/service)	698	1,588	544	1,307	91	147	42	85	16	22	1	4	4	11	0	12
Nonprofessional staff	762	1,924	501	1,454	124	199	106	200	20	54	6	5	2	3	3	9
Technical and paraprofessionals	156	372	118	288	17	32	14	30	6	21	0	0	1	0	0	1
Clerical and secretarial	138	1,418	99	1,078	21	154	13	140	3	30	0	5	0	3	0	8
Skilled crafts	34	3	26	2	0	1	5	0	2	0	2	0	0	0	0	0
Service/maintenance	436	131	269	86	86	12	74	30	9	3	4	0	1	0	3	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-3f. Number of full-time employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	114,154	142,945	92,039	113,466	10,553	15,931	6,653	8,171	2,964	3,315	1,072	1,309	217	152	666	601
Professional staff	79,768	77,207	68,731	64,345	4,969	7,196	2,961	2,848	1,883	1,728	653	652	135	84	436	355
Executive/administrative/managerial	12,863	10,118	10,907	8,238	1,020	1,118	518	402	194	166	138	131	7	2	79	61
Faculty (instruction/research/public service)	54,496	47,175	48,002	40,486	2,605	3,590	1,704	1,423	1,379	1,098	392	316	107	56	307	206
Other professional (support/service)	12,409	19,914	9,822	15,621	1,344	2,487	739	1,023	310	464	123	205	21	26	50	88
Nonprofessional staff	34,396	65,738	23,308	49,121	5,584	8,736	3,692	5,323	1,081	1,587	419	657	82	68	230	246
Technical and paraprofessionals	8,273	12,760	6,399	9,770	775	1,514	657	933	312	352	76	141	16	12	38	38
Clerical and secretarial	3,141	46,692	1,965	35,653	499	5,561	412	3,760	190	1,103	42	405	10	50	23	170
Skilled crafts	5,233	476	4,204	360	402	53	443	41	84	6	59	10	8	0	33	6
Service/maintenance	17,749	5,810	10,740	3,338	3,908	1,618	2,180	589	495	126	242	101	48	6	136	32
Public	106,982	133,461	86,055	105,561	10,021	15,213	6,374	7,731	2,824	3,169	974	1,180	190	138	544	469
Professional staff	73,969	70,761	63,751	58,822	4,619	6,743	2,796	2,653	1,766	1,641	594	585	115	70	328	247
Executive/administrative/managerial	11,642	8,814	9,829	7,127	968	1,025	491	362	181	148	114	115	5	0	54	37
Faculty (instruction/research/public service)	51,124	44,375	45,059	38,011	2,430	3,419	1,627	1,376	1,305	1,063	373	293	96	55	234	158
Other professional (support/service)	11,203	17,572	8,863	13,684	1,221	2,299	678	915	280	430	107	177	14	15	40	52
Nonprofessional staff	33,013	62,700	22,304	46,739	5,402	8,470	3,578	5,078	1,058	1,528	380	595	75	68	216	222
Technical and paraprofessionals	8,000	12,333	6,189	9,468	749	1,481	634	878	306	332	74	124	13	12	35	38
Clerical and secretarial	3,004	44,471	1,865	33,851	475	5,367	403	3,609	186	1,068	42	379	10	50	23	147
Skilled crafts	5,055	451	4,049	343	402	51	433	39	82	6	53	7	8	0	28	5
Service/maintenance	16,954	5,445	10,201	3,077	3,776	1,571	2,108	552	484	122	211	85	44	6	130	32
Private, nonprofit	3,563	4,690	3,011	3,966	225	315	100	147	51	50	88	119	13	1	75	92
Professional staff	2,671	3,071	2,311	2,647	131	183	62	64	42	39	53	62	8	1	64	75
Executive/administrative/managerial	577	543	499	444	20	38	11	14	3	10	23	15	2	1	19	21
Faculty (instruction/research/public service)	1,547	1,571	1,372	1,405	70	83	27	13	25	17	15	23	3	0	35	30
Other professional (support/service)	547	957	440	798	41	62	24	37	14	12	15	24	3	0	10	24
Nonprofessional staff	892	1,619	700	1,319	94	132	38	83	9	11	35	57	5	0	11	17
Technical and paraprofessionals	152	183	115	119	16	13	12	34	2	0	2	17	2	0	3	0
Clerical and secretarial	53	1,128	39	963	9	80	3	38	2	10	0	21	0	0	0	16
Skilled crafts	146	22	132	15	0	1	5	2	0	0	4	3	0	0	5	1
Service/maintenance	541	286	414	222	69	38	18	9	5	1	29	16	3	0	3	0
Private, for profit	3,619	4,794	2,973	3,939	307	403	179	293	89	96	10	10	14	13	47	40
Professional staff	3,128	3,375	2,669	2,876	219	269	103	131	75	48	6	5	12	13	44	33
Executive/administrative/managerial	644	761	579	667	32	55	16	26	10	8	1	1	0	1	6	3
Faculty (instruction/research/public service)	1,825	1,229	1,571	1,070	105	88	50	34	49	18	4	0	8	1	38	18
Other professional (support/service)	659	1,385	519	1,139	82	126	37	71	16	22	1	4	4	11	0	12
Nonprofessional staff	491	1,419	304	1,063	88	134	76	162	14	48	4	5	2	0	3	7
Technical and paraprofessionals	121	244	95	183	10	20	11	21	4	20	0	0	1	0	0	0
Clerical and secretarial	84	1,093	61	839	15	104	6	113	2	25	0	5	0	0	0	7
Skilled crafts	32	3	23	2	0	1	5	0	2	0	2	0	0	0	0	0
Service/maintenance	254	79	125	39	63	9	54	28	6	3	2	0	1	0	3	0

NOTE: Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-3g. Number of part-time employees in 2-year institutions of higher education, by primary occupation and control of institution and by race/ethnicity and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	116,422	134,148	94,160	108,298	8,350	11,103	6,090	6,291	2,634	2,783	667	784	369	416	4,152	4,503
Professional staff	98,572	100,120	83,021	83,693	5,207	6,699	4,036	3,438	2,065	2,040	532	628	215	231	3,496	3,491
Executive/administrative/managerial	668	756	540	623	54	65	36	28	14	16	4	6	0	0	20	18
Faculty (instruction/research/public service)	92,570	90,174	78,246	75,531	4,645	5,751	3,716	3,071	1,933	1,882	498	578	170	168	3,362	3,293
Instruction/research assistants	1,619	2,095	1,341	1,740	131	161	51	54	21	29	4	8	3	2	68	101
Other professional (support/service)	3,715	7,095	2,894	5,799	377	722	233	285	97	113	26	36	42	61	46	79
Nonprofessional staff	17,850	34,028	11,139	24,605	3,143	4,404	2,054	2,853	569	743	135	226	154	185	666	1,012
Technical and paraprofessionals	4,713	8,339	3,394	6,129	556	899	301	662	177	207	41	68	51	54	193	320
Clerical and secretarial	7,527	22,294	4,085	16,141	1,525	2,907	1,194	1,958	317	493	38	139	65	99	303	557
Skilled crafts	712	411	545	291	107	67	21	8	4	2	8	2	5	1	22	40
Service/maintenance	4,898	2,984	3,115	2,044	955	531	538	225	71	41	38	17	33	31	148	95
Public	112,643	129,260	91,024	104,078	8,105	10,794	5,903	6,112	2,548	2,716	645	740	359	408	4,059	4,412
Professional staff	95,413	96,429	80,364	80,444	5,026	6,497	3,901	3,337	1,989	1,986	523	617	205	227	3,405	3,421
Executive/administrative/managerial	631	714	506	584	53	63	36	27	12	16	4	6	0	0	20	18
Faculty (instruction/research/public service)	89,762	87,110	75,867	72,828	4,492	5,595	3,598	2,988	1,869	1,833	492	467	161	164	3,283	3,235
Instruction/research assistants	1,457	1,944	1,217	1,623	121	146	43	52	14	24	3	8	3	2	56	89
Other professional (support/service)	3,563	6,661	2,774	5,409	360	693	224	270	94	113	24	36	41	61	46	79
Nonprofessional staff	17,230	32,831	10,660	23,634	3,079	4,297	2,002	2,775	559	730	122	223	154	181	654	991
Technical and paraprofessionals	4,608	8,098	3,316	5,947	544	883	294	625	172	204	41	66	51	54	190	319
Clerical and secretarial	7,411	21,567	4,001	15,557	1,512	2,833	1,182	1,920	315	484	38	138	65	96	298	539
Skilled crafts	688	398	523	278	107	67	19	8	4	2	8	2	5	1	22	40
Service/maintenance	4,523	2,768	2,820	1,852	916	514	507	222	68	40	35	17	33	30	144	93
Private, nonprofit	1,790	2,471	1,489	2,167	81	107	92	90	31	20	5	12	2	2	90	73
Professional staff	1,441	1,779	1,207	1,587	53	65	70	50	27	13	4	9	2	1	78	54
Executive/administrative/managerial	28	28	27	27	0	0	0	1	1	0	0	0	0	0	0	0
Faculty (instruction/research/public service)	1,253	1,461	1,052	1,291	40	52	66	47	23	11	1	9	1	1	70	50
Instruction/research assistants	47	59	33	47	5	5	0	1	0	2	1	0	0	0	8	4
Other professional (support/service)	113	231	95	222	8	8	4	1	3	0	2	0	1	0	0	0
Nonprofessional staff	349	692	282	580	28	42	22	40	4	7	1	3	0	1	12	19
Technical and paraprofessionals	70	113	55	77	5	4	4	28	3	2	0	2	0	0	3	0
Clerical and secretarial	64	402	46	345	7	24	5	11	1	4	0	1	0	0	5	17
Skilled crafts	22	13	20	13	0	0	2	0	0	0	0	0	0	0	0	0
Service/maintenance	193	164	161	145	16	14	11	1	0	1	1	0	0	1	4	2
Private, for profit	1,989	2,417	1,647	2,053	164	202	95	89	55	47	7	2	8	6	13	18
Professional staff	1,718	1,912	1,450	1,662	128	137	65	51	49	41	5	2	8	3	13	16
Executive/administrative/managerial	9	14	7	12	1	2	0	0	1	0	0	0	0	0	0	0
Faculty (instruction/research/public service)	1,555	1,603	1,327	1,412	113	104	52	36	41	38	5	2	8	3	9	8
Instruction/research assistants	115	92	91	70	5	10	8	1	7	3	0	0	0	0	4	8
Other professional (support/service)	39	203	25	168	9	21	5	14	0	0	0	0	0	0	0	0
Nonprofessional staff	271	505	197	391	36	65	30	38	6	6	2	0	0	3	0	2
Technical and paraprofessionals	35	128	23	105	7	12	3	9	2	1	0	0	0	0	0	1
Clerical and secretarial	52	325	38	239	6	50	7	27	1	5	0	0	0	3	0	1
Skilled crafts	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/maintenance	182	52	134	47	23	3	20	2	3	0	2	0	0	0	0	0

NOTE: Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-4. Number of employees in less than 2-year institutions of higher education, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1995

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	916	367	549	710	290	420	206	77	129
Professional staff	472	241	231	337	179	158	135	62	73
Executive/administrative/managerial	136	71	65	96	57	39	40	14	26
Faculty (instruction/research/public service)	232	130	102	144	84	60	88	46	42
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Other professional (support/service)	104	40	64	97	38	59	7	2	5
Nonprofessional staff	444	126	318	373	111	262	71	15	56
Technical and paraprofessionals	67	30	37	61	26	35	6	4	2
Clerical and secretarial	276	35	241	228	29	199	48	6	42
Skilled crafts	73	43	30	64	43	21	9	0	9
Service/maintenance	28	18	10	20	13	7	8	5	3
Public	108	40	68	68	25	43	40	15	25
Professional staff	89	34	55	52	20	32	37	14	23
Executive/administrative/managerial	5	1	4	5	1	4	0	0	0
Faculty (instruction/research/public service	63	26	37	28	13	15	35	13	22
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Other professional (support/service)	21	7	14	19	6	13	2	1	1
Nonprofessional staff	19	6	13	16	5	11	3	1	2
Technical and paraprofessionals	3	2	1	2	1	1	1	1	0
Clerical and secretarial	11	0	11	9	0	9	2	0	2
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	5	4	1	5	4	1	0	0	0
Private, nonprofit	81	48	33	39	21	18	42	27	15
Professional staff	64	42	22	33	19	14	31	23	8
Executive/administrative/managerial	8	5	3	6	4	2	2	1	1
Faculty (instruction/research/public service	38	29	9	12	8	4	26	21	5
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Other professional (support/service)	18	8	10	15	7	8	3	1	2
Nonprofessional staff	17	6	11	6	2	4	11	4	7
Technical and paraprofessionals	7	5	2	2	2	0	5	3	2
Clerical and secretarial	6	0	6	4	0	4	2	0	2
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	4	1	3	0	0	0	4	1	3
Private, for profit	727	279	448	603	244	359	124	35	89
Professional staff	319	165	154	252	140	112	67	25	42
Executive/administrative/managerial	123	65	58	85	52	33	38	13	25
Faculty (instruction/research/public service	131	75	56	104	63	41	27	12	15
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Other professional (support/service)	65	25	40	63	25	38	2	0	2
Nonprofessional staff	408	114	294	351	104	247	57	10	47
Technical and paraprofessionals	57	23	34	57	23	34	0	0	0
Clerical and secretarial	259	35	224	215	29	186	44	6	38
Skilled crafts	73	43	30	64	43	21	9	0	9
Service/maintenance	19	13	6	15	9	6	4	4	0

NA = Not applicable

NOTE: Instruction/research assistants are defined as part time only

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

Table B-5a. Number, median salary, and percentage distribution of full-time employees in institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	550,822	360,150	307,498	13,847	7,884	20,285	1,262	8,161	1,233	190,672	161,020	12,988	5,078	7,287	894	2,692	713
Percent of staff category	100.0	65.4	55.8	2.5	1.4	3.7	0.2	1.5	0.2	34.6	29.2	2.4	0.9	1.3	0.2	0.5	0.1
Faculty (instruction/research/ public service)																	
9-10 month contract	386,836	249,258	214,726	10,163	5,603	13,252	860	3,804	750	137,578	117,483	9,436	3,863	4,388	661	1,280	467
Median salary	45,840	49,734	49,979	43,753	47,182	53,354	44,500	45,798	42,321	40,045	39,995	40,109	40,644	42,431	38,463	38,862	38,872
Percent of staff category	100.0	64.4	55.5	2.6	1.4	3.4	0.2	1.0	0.2	35.6	30.4	2.4	1.0	1.1	0.2	0.3	0.1
Less than 9 month contract	5,044	2,760	2,148	159	73	125	12	177	66	2,284	1,894	145	61	57	12	49	66
Percent of staff category	100.0	54.7	42.6	3.2	1.4	2.5	0.2	3.5	1.3	45.3	37.5	2.9	1.2	1.1	0.2	1.0	1.3
11-12 month contract	158,942	108,132	90,624	3,525	2,188	6,906	290	4,180	417	50,810	41,643	3,407	1,154	2,842	221	1,383	180
Median salary	53,391	58,260	58,803	51,916	56,587	55,817	47,619	34,177	42,689	45,385	45,933	44,430	44,837	46,663	37,929	31,161	38,448
Percent of staff category	100.0	68.0	57.0	2.2	1.4	4.3	0.2	2.6	0.3	32.0	26.2	2.1	0.7	1.8	0.1	0.9	0.1
Full-time nonfaculty total	1,250,549	496,139	370,560	68,083	27,915	18,569	3,182	8,084	1,766	754,410	558,404	121,864	37,775	23,741	4,474	5,878	2,274
Percent of staff category	100.0	39.7	29.6	5.4	2.2	1.3	0.3	0.6	0.1	60.3	44.7	9.7	3.0	1.9	0.4	0.5	0.2
Executive/administrative/managerial	140,990	79,232	69,022	5,835	1,966	1,388	368	379	274	61,758	51,220	6,822	1,829	1,123	341	237	186
Median salary	52,368	58,939	59,676	53,321	54,353	60,450	46,621	37,756	52,627	44,784	44,984	43,836	43,016	48,483	40,329	33,618	42,143
Percent of staff category	100.0	56.2	49.0	4.1	1.4	1.0	0.3	0.3	0.2	43.8	36.3	4.8	1.3	0.8	0.2	0.2	0.1
Other professional (support/service)	374,698	151,534	120,491	11,115	4,897	7,500	748	6,168	615	223,164	175,983	23,803	7,848	10,154	1,122	3,700	754
Median salary	34,160	35,854	36,768	32,834	34,239	34,955	32,482	29,637	31,301	33,213	33,305	32,610	32,168	35,965	30,024	29,399	29,141
Percent of staff category	100.0	40.4	32.2	3.0	1.3	2.0	0.2	1.6	0.2	59.6	47.0	6.4	2.0	2.7	0.3	1.0	0.2
Technical/paraprofessional	141,677	59,212	45,077	7,129	3,112	2,562	385	768	179	82,465	57,617	15,387	4,262	3,526	508	898	267
Median salary	25,204	27,193	27,827	24,427	25,181	27,491	24,978	24,693	25,170	24,088	24,575	22,580	23,066	25,032	23,333	23,170	21,100
Percent of staff category	100.0	41.8	31.8	5.0	2.2	1.8	0.3	0.5	0.1	58.2	40.7	10.9	3.0	2.5	0.4	0.6	0.2
Clerical and secretarial	348,948	32,962	21,358	6,234	2,992	1,820	237	204	117	315,986	238,928	50,104	18,171	7,268	1,974	707	834
Median salary	21,221	21,126	21,330	20,315	20,501	22,650	20,399	19,826	18,944	21,230	21,304	20,848	20,551	23,559	20,204	21,385	18,767
Percent of staff category	100.0	9.4	6.1	1.8	0.9	0.5	0.1	0.1	*	90.6	67.9	14.4	5.2	2.1	0.6	0.2	0.2
Skilled crafts	61,273	58,160	47,004	6,272	3,414	702	511	101	156	3,113	2,390	506	126	25	42	7	15
Median salary	28,206	28,499	28,900	25,189	27,154	33,277	28,468	27,386	26,744	22,603	22,926	21,027	21,429	24,500	25,000	20,625	22,500
Percent of staff category	100.0	94.9	76.7	10.2	5.6	1.1	0.8	0.2	0.3	5.1	3.9	0.8	0.2	*	0.1	*	*
Service/maintenance	182,963	115,039	67,608	31,478	11,534	2,597	933	464	425	67,924	34,266	25,242	5,737	1,645	487	329	218
Median salary	19,467	20,645	21,477	18,469	20,782	22,176	20,062	17,900	19,589	17,559	18,352	16,144	17,312	20,388	17,158	16,753	15,026
Percent of staff category	100.0	62.9	37.0	17.2	6.3	1.4	0.5	0.3	0.2	37.1	18.7	13.8	3.1	0.9	0.3	0.2	0.1

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5a1. Number, median salary, and percentage distribution of full-time employees in institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	550,822	468,518	26,635	12,942	27,572	2,156	10,853	1,946
Percent of staff category	100.0	85.1	4.9	2.3	5.0	0.4	2.0	0.4
Faculty (instruction/research/ public service)								
9-10 month contract	386,836	332,209	19,599	9,468	17,640	1,621	5,084	1,217
Median salary	45,840	46,034	41,932	44,183	50,501	41,711	43,069	40,920
Percent of staff category	100.0	85.9	5.1	2.4	4.6	0.4	1.3	0.3
Less than 9 month contract	5,044	4,042	304	134	182	24	226	132
Percent of staff category	100.0	80.1	6.0	2.7	3.6	0.5	4.5	2.6
11-12 month contract	158,942	132,267	6,932	3,342	9,750	511	5,543	597
Median salary	53,391	54,618	47,962	51,688	52,994	42,450	33,418	41,596
Percent of staff category	100.0	83.2	4.4	2.1	6.1	0.3	3.5	0.4
Full-time nonfaculty total	1,250,549	928,964	189,927	65,690	40,310	7,656	13,962	4,040
Percent of staff category	100.0	74.3	15.2	5.3	3.2	0.6	1.1	0.3
Executive/administrative/managerial	140,990	120,242	12,657	3,795	2,511	709	616	460
Median salary	52,368	53,053	47,913	48,466	54,449	43,949	35,982	49,157
Percent of staff category	100.0	85.3	9.0	2.7	1.8	0.5	0.4	0.3
Other professional (support/service)	374,698	296,474	34,918	12,545	17,654	1,870	9,868	1,369
Median salary	34,160	34,499	32,680	33,009	35,528	30,991	29,547	29,957
Percent of staff category	100.0	79.1	9.3	3.3	4.7	0.5	2.6	0.4
Technical/paraprofessional	141,677	102,694	22,516	7,374	6,088	893	1,666	446
Median salary	25,204	25,917	23,091	23,882	26,045	24,098	23,763	22,645
Percent of staff category	100.0	72.5	15.9	5.2	4.3	0.6	1.2	0.3
Clerical and secretarial	348,948	258,286	56,338	21,163	9,088	2,211	911	951
Median salary	21,221	21,306	20,795	20,544	23,372	20,226	21,036	18,787
Percent of staff category	100.0	74.0	16.1	6.1	2.6	0.6	0.3	0.3
Skilled crafts	61,273	49,394	6,778	3,542	727	553	108	171
Median salary	28,206	28,621	24,860	26,897	32,947	28,071	26,591	26,500
Percent of staff category	100.0	80.6	11.1	5.8	1.2	0.9	0.2	0.3
Service/maintenance	182,963	101,874	56,720	17,271	4,242	1,420	793	643
Median salary	19,467	20,389	17,455	19,746	21,478	19,086	17,452	17,465
Percent of staff category	100.0	55.7	31.0	9.4	2.3	0.8	0.4	0.4

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5b. Number, median salary, and percentage distribution of full-time employees in 4-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	449,007	305,570	259,425	11,232	6,157	18,908	870	8,054	926	143,437	120,485	9,392	3,651	6,188	578	2,636	507
Percent of staff category	100.0	68.1	57.8	2.5	1.4	4.2	0.2	1.8	0.2	31.9	26.8	2.1	0.8	1.4	0.1	0.6	0.1
Faculty (instruction/research/ public service)																	
9-10 month contract	304,906	205,607	176,245	8,169	4,194	12,087	645	3,711	576	99,299	84,529	6,737	2,623	3,415	422	1,227	346
Median salary	47,333	51,131	51,442	44,287	48,073	54,379	45,446	48,206	42,431	40,487	40,515	40,080	40,660	42,153	38,737	37,005	38,507
Percent of staff category	100.0	67.4	57.8	2.7	1.4	4.0	0.2	1.2	0.2	32.6	27.7	2.2	0.9	1.1	0.1	0.4	0.1
Less than 9 month contract	3,600	2,003	1,529	114	47	112	2	178	23	1,597	1,314	108	47	46	4	48	30
Percent of staff category	100.0	55.6	42.5	3.2	1.3	3.1	0.1	4.9	0.6	44.4	36.5	3.0	1.3	1.3	0.1	1.3	0.8
11-12 month contract	140,501	97,980	81,651	2,949	1,916	6,727	223	4,167	327	42,541	34,642	2,547	981	2,727	152	1,361	131
Median salary	56,786	61,223	62,919	55,817	61,265	56,554	53,548	34,204	44,430	47,925	48,665	47,590	46,887	47,210	39,783	31,147	37,738
Percent of staff category	100.0	69.7	58.1	2.1	1.4	4.8	0.2	3.0	0.2	30.3	24.7	1.8	0.7	1.9	0.1	1.0	0.1
Full-time nonfaculty total	1,094,545	436,265	326,337	60,104	22,958	14,984	2,501	7,974	1,407	658,280	485,097	109,513	31,010	21,522	3,481	5,782	1,875
Percent of staff category	100.0	39.9	29.8	5.5	2.1	1.4	0.2	0.7	0.1	60.1	44.3	10.0	2.8	2.0	0.3	0.5	0.2
Executive/administrative/managerial	117,913	66,312	58,080	4,814	1,447	1,194	230	372	195	51,601	42,947	5,702	1,425	957	210	235	125
Median salary	52,284	59,458	60,343	52,667	52,983	60,030	52,500	37,436	51,477	44,320	44,658	42,693	41,463	47,444	40,556	33,581	41,136
Percent of staff category	100.0	56.2	49.2	4.1	1.2	1.0	0.2	0.3	0.2	43.8	36.4	4.8	1.2	0.8	0.2	0.2	0.1
Other professional (support/service)	342,278	139,087	110,634	9,769	4,157	7,190	625	6,147	565	203,191	160,308	21,315	6,621	9,690	917	3,674	666
Median salary	34,190	35,744	36,723	32,589	33,684	34,780	32,917	29,652	31,090	33,310	33,435	32,562	31,987	35,849	30,532	29,389	29,397
Percent of staff category	100.0	40.6	32.3	2.9	1.2	2.1	0.2	1.8	0.2	59.4	46.8	6.2	1.9	2.8	0.3	1.1	0.2
Technical/paraprofessional	120,583	50,913	38,656	6,352	2,453	2,250	309	752	141	69,670	47,820	13,870	3,324	3,174	367	886	229
Median salary	24,867	26,983	27,688	24,120	24,857	26,831	24,867	24,648	25,064	23,766	24,254	22,328	22,720	24,557	23,375	23,165	20,590
Percent of staff category	100.0	42.2	32.1	5.3	2.0	1.9	0.3	0.6	0.1	57.8	39.7	11.5	2.8	2.6	0.3	0.7	0.2
Clerical and secretarial	298,887	29,792	19,367	5,732	2,580	1,630	195	194	94	269,095	201,090	44,550	14,406	6,163	1,569	657	660
Median salary	21,227	21,086	21,302	20,229	20,585	22,658	20,482	20,000	18,625	21,240	21,301	20,854	20,662	23,810	20,424	21,401	18,707
Percent of staff category	100.0	10.0	6.5	1.9	0.9	0.5	0.1	0.1	0.0	90.0	67.3	14.9	4.8	2.1	0.5	0.2	0.2
Skilled crafts	55,500	52,884	42,757	5,870	2,971	618	452	93	123	2,616	2,010	452	87	19	32	7	9
Median salary	28,273	28,547	28,968	25,106	27,136	33,224	28,795	27,262	26,250	22,515	22,835	20,833	21,574	24,167	25,625	20,625	21,250
Percent of staff category	100.0	95.3	77.0	10.6	5.4	1.1	0.8	0.2	0.2	4.7	3.6	0.8	0.2	*	0.1	*	*
Service/maintenance	159,384	97,277	56,883	27,567	9,350	2,102	690	416	269	62,107	30,922	23,624	5,147	1,519	386	323	186
Median salary	19,271	20,456	21,345	18,294	20,538	21,742	20,531	17,509	16,750	17,520	18,358	16,064	17,274	20,271	17,514	16,720	14,817
Percent of staff category	100.0	61.0	35.7	17.3	5.9	1.3	0.4	0.3	0.2	39.0	19.4	14.8	3.2	1.0	0.2	0.2	0.1

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in thist able. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5b1. Number, median salary, and percentage distribution of full-time employees in 4-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	449,007	379,910	20,624	9,808	25,094	1,448	10,690	1,433
Percent of staff category	100.0	84.6	4.6	2.2	5.6	0.3	2.4	0.3
Faculty (instruction/research/ public service)								
9-10 month contract	304,906	260,774	14,906	6,817	15,482	1,067	4,938	922
Median salary	47,333	47,615	42,310	44,671	51,623	42,290	43,455	40,636
Percent of staff category	100.0	85.5	4.9	2.2	5.1	0.3	1.6	0.3
Less than 9 month contract	3,600	2,843	222	94	158	6	224	53
Percent of staff category	100.0	79.0	6.2	2.6	4.4	0.2	6.2	1.5
11-12 month contract	140,501	116,293	5,496	2,897	9,454	375	5,528	458
Median salary	56,786	58,371	51,681	56,055	53,670	47,717	33,439	43,015
Percent of staff category	100.0	82.8	3.9	2.1	6.7	0.3	3.9	0.3
Full-time nonfaculty total	1,094,545	811,434	169,617	53,968	36,506	5,982	13,756	3,282
Percent of staff category	100.0	74.1	15.5	4.9	3.3	0.5	1.3	0.3
Executive/administrative/managerial	117,913	101,007	10,516	2,872	2,151	440	807	320
Median salary	52,284	53,135	46,621	46,429	53,586	45,400	35,759	48,226
Percent of staff category	100.0	85.7	8.9	2.4	1.8	0.4	0.5	0.3
Other professional (support/service)	342,278	270,942	31,084	10,778	16,880	1,542	9,821	1,231
Median salary	34,190	34,570	32,570	32,658	35,356	31,533	29,552	30,083
Percent of staff category	100.0	79.2	9.1	3.1	4.9	0.5	2.9	0.4
Technical/paraprofessional	120,583	86,476	20,222	5,777	5,424	676	1,638	370
Median salary	24,867	25,631	22,819	23,560	25,381	24,098	23,741	22,056
Percent of staff category	100.0	71.7	16.8	4.8	4.5	0.6	1.4	0.3
Clerical and secretarial	298,887	220,457	50,282	16,986	7,793	1,764	851	754
Median salary	21,227	21,301	20,790	20,647	23,558	20,431	21,079	18,697
Percent of staff category	100.0	73.8	16.8	5.7	2.6	0.6	0.3	0.3
Skilled crafts	55,500	44,767	6,322	3,058	637	484	100	132
Median salary	28,273	28,706	24,811	26,953	32,932	28,516	26,429	26,023
Percent of staff category	100.0	80.7	11.4	5.5	1.1	0.9	0.2	0.2
Service/maintenance	159,384	87,785	51,191	14,497	3,621	1,076	739	475
Median salary	19,271	20,250	17,274	19,474	21,138	19,569	17,182	15,754
Percent of staff category	100.0	55.1	32.1	9.1	2.3	0.7	0.5	0.3

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5c. Number, median salary, and percentage distribution of full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	101,815	54,580	48,073	2,615	1,707	1,379	392	107	307	47,235	40,535	3,596	1,427	1,099	316	56	206
Percent of staff category	100.0	53.6	47.2	2.6	1.7	1.4	0.4	0.1	0.3	46.4	39.8	3.5	1.4	1.1	0.3	0.1	0.2
Faculty (instruction/research/ public service)																	
9-10 month contract	81,930	43,651	38,481	1,994	1,409	1,185	315	93	174	38,279	32,954	2,699	1,240	973	239	53	121
Median salary	41,639	44,001	44,138	41,372	44,844	44,382	42,663	33,403	42,125	39,161	38,956	40,186	40,604	43,476	37,708	34,028	40,313
Percent of staff category	100.0	53.3	47.0	2.4	1.7	1.4	0.4	0.1	0.2	46.7	40.2	3.3	1.5	1.2	0.3	0.1	0.1
Less than 9 month contract	1,444	757	619	45	26	13	10	1	43	687	580	37	14	11	8	1	36
Percent of staff category	100.0	52.4	42.9	3.1	1.8	0.9	0.7	0.1	3.0	47.6	40.2	2.6	1.0	0.8	0.6	0.1	2.5
11-12 month contract	18,441	10,172	8,973	576	272	181	67	13	90	8,269	7,001	860	173	115	69	2	49
Median salary	39,311	40,069	40,220	39,521	38,308	41,985	37,833	28,929	34,000	38,484	38,431	39,018	37,803	41,023	34,500	32,500	40,417
Percent of staff category	100.0	55.2	48.7	3.1	1.5	1.0	0.4	0.1	0.5	44.8	38.0	4.7	0.9	0.6	0.4	*	0.3
Full-time nonfaculty total	156,004	59,874	44,223	7,959	4,957	1,585	681	110	359	96,130	73,307	12,351	6,765	2,219	993	96	399
Percent of staff category	100.0	38.4	28.3	5.1	3.2	1.0	0.4	0.1	0.2	61.6	47.0	7.9	4.3	1.4	0.6	0.1	0.3
Executive/administrative/managerial	23,077	12,920	10,962	1,021	519	194	138	7	79	10,157	8,273	1,120	404	166	131	2	61
Median salary	52,705	56,970	57,101	55,678	57,806	62,143	42,273	44,167	55,938	47,341	46,846	49,922	49,318	54,091	39,750	45,000	45,417
Percent of staff category	100.0	56.0	47.5	4.4	2.2	0.8	0.6	0.0	0.3	44.0	35.8	4.9	1.8	0.7	0.6	*	0.3
Other professional (support/service)	32,420	12,447	9,857	1,348	740	310	123	21	50	19,973	15,675	2,488	1,027	464	205	26	88
Median salary	33,830	37,032	37,250	34,719	38,687	40,122	29,141	26,786	35,556	32,194	31,931	33,019	33,608	38,200	28,317	31,000	27,500
Percent of staff category	100.0	38.4	30.4	4.2	2.3	1.0	0.4	0.1	0.2	61.6	48.3	7.7	3.2	1.4	0.6	0.1	0.3
Technical/paraprofessional	21,094	8,299	6,421	777	659	312	78	16	38	12,795	9,797	1,517	938	352	141	12	38
Median salary	27,030	28,341	28,575	27,081	26,403	31,712	25,556	27,000	26,000	26,229	26,402	25,277	24,502	31,034	23,190	25,000	27,500
Percent of staff category	100.0	39.3	30.4	3.7	3.1	1.5	0.4	0.1	0.2	60.7	46.4	7.2	4.4	1.7	0.7	0.1	0.2
Clerical and secretarial	50,081	3,170	1,991	502	412	190	42	10	23	46,891	35,838	5,554	3,765	1,105	406	80	174
Median salary	21,188	21,385	21,575	21,374	20,157	22,581	20,000	18,400	20,750	21,175	21,322	20,803	20,195	22,345	19,551	21,154	19,084
Percent of staff category	100.0	6.3	4.0	1.0	0.8	0.4	0.1	*	*	93.7	71.6	11.1	7.5	2.2	0.8	0.1	0.3
Skilled crafts	5,773	5,276	4,247	402	443	84	59	8	33	497	380	54	41	8	10	0	6
Median salary	27,572	28,026	28,217	26,050	27,287	33,750	25,750	30,000	33,500	23,033	23,400	22,188	21,167	25,000	22,500	NA	30,000
Percent of staff category	100.0	91.4	73.6	7.0	7.7	1.5	1.0	0.1	0.6	8.6	6.6	0.9	0.7	0.1	0.2	NA	0.1
Service/maintenance	23,579	17,762	10,745	3,911	2,184	495	243	48	136	5,817	3,344	1,618	580	126	101	6	32
Median salary	20,860	21,756	22,230	19,878	21,944	24,802	18,509	20,833	26,444	18,009	18,292	17,329	17,626	22,041	15,917	18,000	17,000
Percent of staff category	100.0	75.3	45.6	16.6	9.3	2.1	1.0	0.2	0.6	24.7	14.2	6.9	2.5	0.5	0.4	*	0.1

*Less than .05 percent

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-5c1. Number, median salary, and percentage distribution of full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	101,815	48,073	2,615	1,707	1,379	392	107	307
Percent of staff category	100.0	47.2	2.6	1.7	1.4	0.4	0.1	0.3
Faculty (instruction/research/ public service)								
9-10 month contract	81,930	38,481	1,994	1,409	1,185	315	93	174
Median salary	41,639	44,138	41,372	44,844	44,382	42,663	33,403	42,125
Percent of staff category	100.0	47.0	2.4	1.7	1.4	0.4	0.1	0.2
Less than 9 month contract	1,444	619	45	26	13	10	1	43
Percent of staff category	100.0	42.9	3.1	1.8	0.9	0.7	0.1	3.0
11-12 month contract	18,441	8,973	576	272	181	67	13	90
Median salary	39,311	40,220	39,521	38,308	41,985	37,833	28,929	34,000
Percent of staff category	100.0	48.7	3.1	1.5	1.0	0.4	0.1	0.5
Full-time nonfaculty total	156,004	44,223	7,959	4,957	1,585	681	110	359
Percent of staff category	100.0	28.3	5.1	3.2	1.0	0.4	0.1	0.2
Executive/administrative/managerial	23,077	10,962	1,021	519	194	138	7	79
Median salary	52,705	57,101	55,678	57,806	62,143	42,273	44,167	55,938
Percent of staff category	100.0	47.5	4.4	2.2	0.8	0.6	*	0.3
Other professional (support/service)	32,420	9,857	1,346	740	310	123	21	50
Median salary	33,830	37,250	34,719	38,687	40,122	29,141	26,786	35,556
Percent of staff category	100.0	30.4	4.2	2.3	1.0	0.4	0.1	0.2
Technical/paraprofessional	21,094	6,421	777	659	312	76	16	38
Median salary	27,030	28,575	27,081	26,403	31,712	25,556	27,000	26,000
Percent of staff category	100.0	30.4	3.7	3.1	1.5	0.4	0.1	0.2
Clerical and secretarial	50,061	1,991	502	412	190	42	10	23
Median salary	21,188	21,575	21,374	20,157	22,581	20,000	18,400	20,750
Percent of staff category	100.0	4.0	1.0	0.8	0.4	0.1	*	*
Skilled crafts	5,773	4,247	402	443	84	59	8	33
Median salary	27,572	28,217	26,050	27,287	33,750	25,750	30,000	33,500
Percent of staff category	100.0	73.6	7.0	7.7	1.5	1.0	0.1	0.6
Service/maintenance	23,579	10,745	3,911	2,184	495	243	48	136
Median salary	20,860	22,230	19,878	21,944	24,802	18,509	20,833	26,444
Percent of staff category	100.0	45.6	16.6	9.3	2.1	1.0	0.2	0.6

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5d. Number, median salary, and percentage distribution of full-time employees in public institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Full-time faculty total	386,576	327,142	19,563	9,602	19,418	1,837	7,727	1,287
Percent of staff category	100.0	84.6	5.1	2.5	5.0	0.5	2.0	0.3
Faculty (instruction/research/ public service)								
9-10 month contract	275,475	234,321	14,860	7,494	13,157	1,427	3,373	843
Median salary	46,280	46,474	42,637	44,581	50,923	42,262	41,988	41,548
Percent of staff category	100.0	85.1	5.4	2.7	4.8	0.5	1.2	0.3
Less than 9 month contract	3,583	2,958	148	86	109	14	192	76
Percent of staff category	100.0	82.6	4.1	2.4	3.0	0.4	5.4	2.1
11-12 month contract	107,518	89,863	4,555	2,022	6,152	396	4,162	368
Median salary	53,438	54,859	47,074	50,994	52,302	44,419	31,901	44,590
Percent of staff category	100.0	83.6	4.2	1.9	5.7	0.4	3.9	0.3
Full-time nonfaculty total	840,931	626,604	126,602	45,041	25,716	6,309	7,928	2,731
Percent of staff category	100.0	74.5	15.1	5.4	3.1	0.8	0.9	0.3
Executive/administrative/managenal	78,980	66,971	7,560	2,260	1,305	528	134	224
Median salary	56,714	57,144	53,210	54,977	62,878	46,263	55,476	51,809
Percent of staff category	100.0	84.8	9.6	2.9	1.7	0.7	0.2	0.3
Other professional (support/service)	255,587	202,744	23,893	9,112	11,267	1,547	6,153	871
Median salary	34,428	34,786	32,945	33,074	35,294	31,490	29,827	30,414
Percent of staff category	100.0	79.3	9.3	3.6	4.4	0.6	2.4	0.3
Technical/paraprofessional	102,686	76,319	15,541	5,296	3,659	773	746	352
Median salary	25,101	25,923	22,607	23,488	26,054	24,463	23,442	22,143
Percent of staff category	100.0	74.3	15.1	5.2	3.6	0.8	0.7	0.3
Clerical and secretarial	232,663	173,882	35,725	14,269	5,909	1,799	434	645
Median salary	21,245	21,477	20,125	20,235	23,460	20,237	20,840	19,224
Percent of staff category	100.0	74.7	15.4	6.1	2.5	0.8	0.2	0.3
Skilled crafts	45,383	36,666	4,958	2,630	459	475	57	138
Median salary	27,525	28,052	23,751	25,497	32,641	27,837	27,813	26,935
Percent of staff category	100.0	80.8	10.9	5.8	1.0	1.0	0.1	0.3
Service/maintenance	125,632	70,022	38,925	11,474	3,117	1,189	404	501
Median salary	19,480	20,818	16,584	18,945	21,754	19,527	16,977	17,519
Percent of staff category	100.0	55.7	31.0	9.1	2.5	0.9	0.3	0.4

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-5d1. Number, median salary, and percentage distribution of full-time employees in public institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	386,576	251,018	213,230	9,773	5,815	14,454	1,073	5,829	844	135,558	113,912	9,790	3,787	4,964	764	1,898	443
Percent of staff category	100	64.9	55.2	2.5	1.5	3.7	0.3	1.5	0.2	35.1	29.5	2.5	1	1.3	0.2	0.5	0.1
Faculty (instruction/research/ public service)																	
9-10 month contract	275,475	175,889	150,065	7,521	4,446	9,966	649	2,502	536	99,586	84,256	7,339	3,048	3,189	578	871	305
Median salary	46,260	50,004	50,282	44,529	47,346	53,451	44,866	44,363	43,118	40,452	40,359	40,778	41,149	43,246	39,025	36,813	38,864
Percent of staff category	100	63.8	54.5	2.7	1.6	3.6	0.3	0.9	0.2	36.2	30.6	2.7	1.1	1.2	0.2	0.3	0.1
Less than 9 month contract	3,583	1,916	1,516	78	49	74	4	149	46	1,667	1,442	70	37	35	10	43	30
Percent of staff category	100	53.5	42.3	2.2	1.4	2.1	0.1	4.2	1.3	46.5	40.2	2	1	1	0.3	1.2	0.8
11-12 month contract	107,518	73,213	61,649	2,174	1,320	4,412	220	3,178	260	34,305	28,214	2,381	702	1,740	176	984	108
Median salary	53,438	58,497	60,180	51,094	55,483	55,491	50,278	32,757	46,207	44,929	45,579	43,908	44,091	45,215	39,348	29,386	40,000
Percent of staff category	100	68.1	57.3	2	1.2	4.1	0.2	3	0.2	31.9	26.2	2.2	0.7	1.6	0.2	0.9	0.1
Full-time nonfaculty total	840,931	336,083	252,482	45,607	19,034	10,545	2,615	4,586	1,214	504,848	374,122	80,995	26,007	15,171	3,694	3,342	1,517
Percent of staff category	100	40	30	5.4	2.3	1.3	0.3	0.5	0.1	60	44.5	9.6	3.1	1.8	0.4	0.4	0.2
Executive/Administrative/Managerial	78,980	47,086	40,738	3,765	1,319	779	270	80	135	31,894	26,233	3,795	941	526	256	54	89
Median salary	56,714	62,102	62,545	57,838	59,419	68,320	50,625	59,286	54,531	49,218	49,151	49,200	49,571	55,606	42,581	52,778	46,000
Percent of staff category	100	59.6	51.6	4.8	1.7	1	0.3	0.1	0.2	40.4	33.2	4.8	1.2	0.7	0.3	0.1	0.1
Other professional (support/service)	255,587	104,498	83,556	7,684	3,653	4,805	612	3,779	409	151,089	119,188	16,209	5,459	6,462	935	2,374	462
Median salary	34,428	36,159	36,984	33,502	34,532	34,835	33,093	29,744	32,024	33,472	33,624	32,690	32,041	35,664	30,433	29,970	29,407
Percent of staff category	100	40.9	32.7	3	1.4	1.9	0.2	1.5	0.2	59.1	46.6	6.3	2.1	2.5	0.4	0.9	0.2
Technical/Paraprofessional	102,686	42,357	33,046	4,752	2,207	1,548	326	340	138	60,329	43,273	10,789	3,089	2,111	447	406	214
Median salary	25,101	27,196	27,898	23,779	24,679	27,622	25,299	24,302	24,079	23,958	24,559	22,188	22,729	24,972	23,862	22,868	20,917
Percent of staff category	100	41.2	32.2	4.6	2.1	1.5	0.3	0.3	0.1	58.8	42.1	10.5	3	2.1	0.4	0.4	0.2
Clerical and secretarial	232,663	20,493	13,671	3,523	1,831	1,099	183	104	82	212,170	160,211	32,202	12,436	4,810	1,616	330	563
Median salary	21,245	20,900	21,222	19,577	19,916	22,734	20,425	19,429	19,286	21,274	21,497	20,193	20,261	23,647	20,214	21,237	19,215
Percent of staff category	100	8.8	5.9	1.5	0.8	0.5	0.1	*	*	91.2	68.9	13.8	5.3	2.1	0.7	0.1	0.2
Skilled crafts	45,383	42,985	34,820	4,570	2,527	445	439	56	128	2,398	1,848	388	103	14	36	1	10
Median salary	27,525	27,795	28,304	23,967	25,807	32,935	28,173	28,125	27,000	22,785	23,232	20,674	20,662	22,500	25,455	22,500	25,000
Percent of staff category	100	94.7	76.7	10.1	5.6	1	1	0.1	0.3	5.3	4.1	0.9	0.2	*	0.1	*	*
Service/maintenance	125,632	78,664	46,651	21,313	7,497	1,869	785	227	322	46,968	23,371	17,612	3,977	1,248	404	177	179
Median salary	19,480	20,638	21,667	17,860	20,144	22,462	20,215	18,339	19,789	17,551	19,103	15,429	16,629	20,699	17,974	15,194	15,017
Percent of staff category	100	62.6	37.1	17	6	1.5	0.6	0.2	0.3	37.4	18.6	14	3.2	1	0.3	0.1	0.1

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5e. Number, median salary, and percentage distribution of full-time employees in private institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Full-time faculty total	164,246	141,376	7,272	3,340	8,154	319	3,126	659
Percent of staff category	100.0	86.1	4.4	2.0	5.0	0.2	1.9	0.4
Faculty (instruction/research/public service)								
9-10 month contract	111,361	97,868	4,739	1,972	4,483	194	1,711	374
Median salary	44,634	44,816	39,341	42,659	48,918	36,552	45,330	39,000
Percent of staff category	100.0	87.9	4.3	1.8	4.0	0.2	1.5	0.3
Less than 9 month contract	1,461	1,084	156	48	73	10	34	56
Percent of staff category	100.0	74.2	10.7	3.3	5.0	0.7	2.3	3.8
11-12 month contract	51,424	42,404	2,377	1,320	3,598	115	1,381	229
Median salary	53,265	53,960	50,450	53,133	54,283	37,589	39,581	35,242
Percent of staff category	100.0	82.5	4.6	2.6	7.0	0.2	2.7	0.4
Full-time nonfaculty total	409,618	302,360	63,325	20,649	14,594	1,347	6,034	1,309
Percent of staff category	100.0	73.8	15.5	5.0	3.6	0.3	1.5	0.3
Executive/administrative/managerial	62,010	53,271	5,097	1,535	1,206	183	482	236
Median salary	46,207	47,391	40,877	39,945	44,625	37,661	32,537	46,190
Percent of staff category	100.0	85.9	8.2	2.5	1.9	0.3	0.8	0.4
Other professional (support/service)	119,111	93,730	11,025	3,433	6,387	323	3,715	498
Median salary	33,499	33,783	32,034	32,813	36,013	28,734	29,083	29,136
Percent of staff category	100.0	78.7	9.3	2.9	5.4	0.3	3.1	0.4
Technical/paraprofessional	38,991	26,375	6,975	2,078	2,429	120	920	94
Median salary	25,470	25,901	24,322	24,991	26,034	22,317	23,949	24,783
Percent of staff category	100.0	67.6	17.9	5.3	6.2	0.3	2.4	0.2
Clerical and secretarial	116,285	84,404	20,613	6,894	3,179	412	477	306
Median salary	21,172	20,923	21,837	21,214	23,199	20,177	21,214	17,861
Percent of staff category	100.0	72.6	17.7	5.9	2.7	0.4	0.4	0.3
Skilled crafts	15,890	12,728	1,820	912	268	78	51	33
Median salary	30,331	30,480	29,259	30,114	33,365	29,375	25,893	25,536
Percent of staff category	100.0	80.1	11.5	5.7	1.7	0.5	0.3	0.2
Service/maintenance	57,331	31,852	17,795	5,797	1,125	231	389	142
Median salary	19,442	19,322	19,169	21,144	20,321	16,359	17,820	17,217
Percent of staff category	100.0	55.6	31.0	10.1	2.0	0.4	0.7	0.2

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries. Private, nonprofit and private, for profit are combined in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-5e1. Number, median salary, and percentage distribution of full-time employees in private institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	164,246	109,132	94,268	4,074	2,049	5,831	189	2,332	389	55,114	47,108	3,198	1,291	2,323	130	794	270
Percent of staff category	100.0	66.4	57.4	2.5	1.2	3.6	0.1	1.4	0.2	33.6	28.7	1.9	0.8	1.4	0.1	0.5	0.2
Faculty (instruction/research/ public service)																	
9-10 month contract	111,381	73,369	64,661	2,642	1,157	3,284	111	1,302	212	37,992	33,227	2,097	815	1,199	83	409	162
Median salary	44,634	48,928	49,120	40,859	46,300	52,988	39,375	49,249	39,091	39,162	39,243	37,720	39,092	40,519	34,250	36,972	38,889
Percent of staff category	100.0	65.9	58.1	2.4	1.0	2.9	0.1	1.2	0.2	34.1	29.8	1.9	0.7	1.1	0.1	0.4	0.1
Less than 9 month contract	1,461	844	632	81	24	51	8	28	20	617	452	75	24	22	2	6	36
Percent of staff category	100.0	57.8	43.3	5.5	1.6	3.5	0.5	1.9	1.4	42.2	30.9	5.1	1.6	1.5	0.1	0.4	2.5
11-12 month contract	51,424	34,919	28,975	1,351	868	2,496	70	1,002	157	16,505	13,429	1,026	452	1,102	45	379	72
Median salary	53,265	57,576	58,654	53,825	60,156	56,438	39,375	40,938	34,900	46,541	46,853	46,333	45,758	49,507	35,206	37,011	35,909
Percent of staff category	100.0	67.9	56.3	2.6	1.7	4.9	0.1	1.9	0.3	32.1	26.1	2.0	0.9	2.1	0.1	0.7	0.1
Full-time nonfaculty total	409,618	160,056	118,078	22,456	8,881	6,024	567	3,498	552	249,562	184,262	40,869	11,768	8,570	780	2,536	757
Percent of staff category	100.0	39.1	28.8	5.5	2.2	1.5	0.1	0.9	0.1	60.9	45.0	10.0	2.9	2.1	0.2	0.6	0.2
Executive/Administrative/Managerial	62,010	32,146	28,284	2,070	647	609	98	299	139	29,864	24,987	3,027	888	597	85	183	97
Median salary	46,207	53,236	54,464	44,901	43,646	48,000	39,762	33,819	50,370	40,655	41,161	38,452	38,167	42,201	34,026	31,048	39,423
Percent of staff category	100.0	51.8	45.6	3.3	1.0	1.0	0.2	0.5	0.2	48.2	40.3	4.9	1.4	1.0	0.1	0.3	0.2
Other professional (support/service)	119,111	47,036	36,935	3,431	1,244	2,695	136	2,389	206	72,075	56,795	7,594	2,189	3,692	187	1,326	292
Median salary	33,499	35,073	36,201	31,123	33,205	35,269	29,167	29,450	30,000	32,595	32,537	32,422	32,595	36,656	28,457	28,541	28,444
Percent of staff category	100.0	39.5	31.0	2.9	1.0	2.3	0.1	2.0	0.2	60.5	47.7	6.4	1.8	3.1	0.2	1.1	0.2
Technical/Paraprofessional	38,991	16,855	12,031	2,377	905	1,014	59	428	41	22,136	14,344	4,598	1,173	1,415	61	492	53
Median salary	25,470	27,185	27,624	25,858	26,474	27,328	24,063	24,930	27,833	24,365	24,623	23,645	24,020	25,121	19,913	23,341	21,833
Percent of staff category	100.0	43.2	30.9	6.1	2.3	2.6	0.2	1.1	0.1	56.8	36.8	11.8	3.0	3.6	0.2	1.3	0.1
Clerical and secretarial	116,285	12,469	7,687	2,711	1,161	721	54	100	35	103,816	76,717	17,902	5,733	2,458	358	377	271
Median salary	21,172	21,479	21,516	21,303	21,359	22,488	20,313	20,161	17,750	21,138	20,864	21,912	21,182	23,386	20,155	21,519	17,871
Percent of staff category	100.0	10.7	6.6	2.3	1.0	0.6	*	0.1	*	89.3	66.0	15.4	4.9	2.1	0.3	0.3	0.2
Skilled crafts	15,890	15,175	12,184	1,702	887	257	72	45	28	715	544	118	25	11	6	6	5
Median salary	30,331	30,631	30,777	29,664	30,219	33,750	30,000	26,964	26,154	21,817	21,500	22,391	24,167	25,833	16,000	20,000	21,250
Percent of staff category	100.0	95.5	76.7	10.7	5.6	1.6	0.5	0.3	0.2	4.5	3.4	0.7	0.2	0.1	*	*	*
Service/maintenance	57,331	36,375	20,957	10,165	4,037	728	148	237	103	20,956	10,895	7,630	1,760	397	83	152	39
Median salary	19,442	20,661	20,927	19,715	22,158	21,083	18,667	17,475	18,875	17,576	16,869	18,466	18,777	18,904	14,174	18,240	15,053
Percent of staff category	100.0	63.4	36.6	17.7	7.0	1.3	0.3	0.4	0.2	36.6	19.0	13.3	3.1	0.7	0.1	0.3	0.1

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-6a. Number and percentage distribution of part-time employees in institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	860,704	418,387	302,390	23,950	14,862	18,224	1,684	35,616	21,661	442,317	343,385	32,738	16,478	15,712	1,995	17,327	14,682
Percent of staff category	100.0	48.6	35.1	2.8	1.7	2.1	0.2	4.1	2.5	51.4	39.9	3.8	1.9	1.8	0.2	2.0	1.7
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	6,455	2,895	2,351	288	96	68	8	13	71	3,560	2,976	323	100	70	15	13	63
Percent of staff category	100.0	44.8	36.4	4.5	1.5	1.1	0.1	0.2	1.1	55.2	46.1	5.0	1.5	1.1	0.2	0.2	1.0
Percent of total staff	0.7	0.7	0.8	1.2	0.6	0.4	0.5	*	0.3	0.8	0.9	1.0	0.6	0.4	0.8	0.1	0.4
Faculty (instruction/research/ public service)	380,884	202,743	165,500	9,203	6,040	6,055	775	2,842	12,328	178,141	147,942	9,984	5,205	4,651	723	1,529	8,127
Percent of staff category	100.0	53.2	43.5	2.4	1.6	1.6	0.2	0.7	3.2	46.8	38.8	2.6	1.4	1.2	0.2	0.4	2.1
Percent of total staff	44.3	48.5	54.7	38.4	40.6	33.2	46.0	8.0	56.9	40.3	43.1	30.4	31.6	29.6	36.2	8.8	55.4
Instruction/research assistant	215,909	123,962	74,129	3,491	3,108	8,269	407	29,932	4,626	91,947	61,708	4,497	2,941	5,493	399	13,648	3,261
Percent of staff category	100.0	57.4	34.3	1.6	1.4	3.8	0.2	13.9	2.1	42.6	28.6	2.1	1.4	2.5	0.2	6.3	1.5
Percent of total staff	25.1	29.6	24.5	14.6	20.9	45.4	24.2	84.0	21.4	20.8	18.0	13.7	17.8	35.0	20.0	78.8	22.2
Other professional (support/service)	75,109	25,618	18,666	1,719	813	1,172	122	1,237	1,889	49,491	41,566	3,130	1,210	1,711	170	717	987
Percent of staff category	100.0	34.1	24.9	2.3	1.1	1.6	0.2	1.6	2.5	65.9	55.3	4.2	1.6	2.3	0.2	1.0	1.3
Percent of total staff	8.7	6.1	6.2	7.2	5.5	6.4	7.2	3.5	8.7	11.2	12.1	9.6	7.3	10.9	8.5	4.1	6.7
Technical/paraprofessional	46,223	16,784	12,305	1,536	984	840	104	309	706	29,439	21,977	3,197	1,731	1,291	176	344	723
Percent of staff category	100.0	36.3	26.6	3.3	2.1	1.8	0.2	0.7	1.5	63.7	47.5	6.9	3.7	2.8	0.4	0.7	1.6
Percent of total staff	5.4	4.0	4.1	6.4	6.6	4.6	6.2	0.9	3.3	6.7	6.4	9.8	10.5	8.2	8.8	2.0	4.9
Clerical and secretarial	92,248	21,744	12,819	3,398	2,272	1,269	110	797	1,079	70,504	54,007	8,000	4,240	1,988	392	765	1,112
Percent of staff category	100.0	23.6	13.9	3.7	2.5	1.4	0.1	0.9	1.2	76.4	58.5	8.7	4.6	2.2	0.4	0.8	1.2
Percent of total staff	10.7	5.2	4.2	14.2	15.3	7.0	6.5	2.2	5.0	15.9	15.7	24.4	25.7	12.7	19.6	4.4	7.6
Skilled craftsman	3,310	2,334	1,816	283	87	36	26	18	68	976	748	125	18	15	6	5	59
Percent of staff category	100.0	70.5	54.9	8.5	2.6	1.1	0.8	0.5	2.1	29.5	22.6	3.8	0.5	0.5	0.2	0.2	1.8
Percent of total staff	0.4	0.6	0.6	1.2	0.6	0.2	1.5	0.1	0.3	0.2	0.2	0.4	0.1	0.1	0.3	*	0.4
Service/maintenance	40,566	22,307	14,804	4,032	1,462	515	132	468	894	18,259	12,461	3,502	1,033	493	114	306	350
Percent of staff category	100.0	55.0	36.5	9.9	3.6	1.3	0.3	1.2	2.2	45.0	30.7	8.6	2.5	1.2	0.3	0.8	0.9
Percent of total staff	4.7	5.3	4.9	16.8	9.8	2.8	7.8	1.3	4.1	4.1	3.6	10.7	6.3	3.1	5.7	1.8	2.4

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

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Table B-6a1. Number and percentage distribution of part-time employees in institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	860,704	645,775	56,688	31,340	33,936	3,679	52,943	36,343
Percent of staff category	100.0	75.0	6.6	3.6	3.9	0.4	6.2	4.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	6,455	5,327	611	196	138	23	26	134
Percent of staff category	100.0	82.5	9.5	3.0	2.1	0.4	0.4	2.1
Percent of total staff	0.7	0.8	1.1	0.6	0.4	0.6	*	0.4
Faculty (instruction/research/ public service)	380,884	313,442	19,167	11,245	10,706	1,498	4,371	20,455
Percent of staff category	100.0	82.3	5.0	3.0	2.8	0.4	1.1	5.4
Percent of total staff	44.3	48.5	33.8	35.9	31.5	40.7	8.3	56.3
Instruction/research assistant	215,909	135,837	7,988	6,049	13,762	806	43,580	7,887
Percent of staff category	100.0	62.9	3.7	2.8	6.4	0.4	20.2	3.7
Percent of total staff	25.1	21.0	14.1	19.3	40.6	21.9	82.3	21.7
Other professional (support/service)	75,109	60,232	4,849	2,023	2,883	292	1,954	2,876
Percent of staff category	100.0	80.2	6.5	2.7	3.8	0.4	2.6	3.8
Percent of total staff	8.7	9.3	8.6	6.5	8.5	7.9	3.7	7.9
Technical/paraprofessional	46,223	34,282	4,733	2,715	2,131	280	653	1,429
Percent of staff category	100.0	74.2	10.2	5.9	4.6	0.6	1.4	3.1
Percent of total staff	5.4	5.3	8.3	8.7	6.3	7.6	1.2	3.9
Clerical and secretarial	92,248	66,826	11,398	6,512	3,257	502	1,562	2,191
Percent of staff category	100.0	72.4	12.4	7.1	3.5	0.5	1.7	2.4
Percent of total staff	10.7	10.3	20.1	20.8	9.6	13.6	3.0	6.0
Skilled craftsman	3,310	2,564	408	105	51	32	23	127
Percent of staff category	100.0	77.5	12.3	3.2	1.5	1.0	0.7	3.8
Percent of total staff	0.4	0.4	0.7	0.3	0.2	0.9	*	0.3
Service/maintenance	40,566	27,265	7,534	2,495	1,008	246	774	1,244
Percent of staff category	100.0	67.2	18.6	6.2	2.5	0.6	1.9	3.1
Percent of total staff	4.7	4.2	13.3	8.0	3.0	6.7	1.5	3.4

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-6b. Number and percentage distributions of part-time employees in 4-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Part time total	609,928	301,888	208,167	15,594	8,766	15,590	1,027	35,247	17,497	308,040	234,976	21,628	10,180	12,928	1,240	16,911	10,177
Percent of staff category	100.0	49.5	34.1	2.6	1.4	2.6	0.2	5.8	2.9	50.5	38.5	3.5	1.7	2.1	0.2	2.8	1.7
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	4,991	2,213	1,803	231	58	54	4	13	50	2,778	2,335	255	68	54	8	13	45
Percent of staff category	100.0	44.3	36.1	4.6	1.2	1.1	0.1	0.3	1.0	55.7	46.8	5.1	1.4	1.1	0.2	0.3	0.9
Percent of total staff	0.8	0.7	0.9	1.5	0.7	0.3	0.4	*	0.3	0.9	1.0	1.2	0.7	0.4	0.6	0.1	0.4
Faculty (instruction/research/public service)	198,052	110,127	87,213	4,557	2,321	4,122	277	2,672	8,965	87,925	72,376	4,211	2,131	2,768	245	1,361	4,833
Percent of staff category	100.0	55.6	44.0	2.3	1.2	2.1	0.1	1.3	4.5	44.4	36.5	2.1	1.1	1.4	0.1	0.7	2.4
Percent of total staff	32.5	36.5	41.9	29.2	26.5	26.4	27.0	7.6	51.2	28.5	30.8	19.5	20.9	21.4	19.8	8.0	47.5
Instruction/research assistant	212,195	122,343	72,788	3,360	3,057	8,248	403	29,929	4,558	89,852	59,968	4,336	2,887	5,464	391	13,646	3,160
Percent of staff category	100.0	57.7	34.3	1.6	1.4	3.9	0.2	14.1	2.1	42.3	28.3	2.0	1.4	2.6	0.2	6.4	1.5
Percent of total staff	34.8	40.5	35.0	21.5	34.9	52.9	39.2	84.9	26.1	29.2	25.5	20.0	28.4	42.3	31.5	80.7	31.1
Other professional (support/service)	64,292	21,901	15,770	1,342	580	1,075	96	1,195	1,843	42,391	35,763	2,408	925	1,598	134	656	907
Percent of staff category	100.0	34.1	24.5	2.1	0.9	1.7	0.1	1.9	2.9	65.9	55.6	3.7	1.4	2.5	0.2	1.0	1.4
Percent of total staff	10.5	7.3	7.6	8.6	6.6	6.9	9.3	3.4	10.5	13.8	15.2	11.1	9.1	12.4	10.8	3.9	8.9
Technical/paraprofessional	33,165	12,067	8,908	980	682	663	63	258	513	21,098	15,846	2,298	1,069	1,084	108	290	403
Percent of staff category	100.0	36.4	26.9	3.0	2.1	2.0	0.2	0.8	1.5	63.6	47.8	6.9	3.2	3.3	0.3	0.9	1.2
Percent of total staff	5.4	4.0	4.3	6.3	7.8	4.3	6.1	0.7	2.9	6.8	6.7	10.6	10.5	8.4	8.7	1.7	4.0
Clerical and secretarial	62,379	14,211	8,728	1,873	1,078	952	72	732	776	48,168	37,625	5,092	2,282	1,495	253	666	555
Percent of staff category	100.0	22.8	14.0	3.0	1.7	1.5	0.1	1.2	1.2	77.2	60.6	8.2	3.7	2.4	0.4	1.1	0.9
Percent of total staff	10.2	4.7	4.2	12.0	12.3	6.1	7.0	2.1	4.4	15.6	16.1	23.5	22.4	11.6	20.4	3.9	5.5
Skilled craftsman	2,178	1,622	1,271	176	66	32	18	13	46	556	448	58	10	13	4	4	19
Percent of staff category	100.0	74.5	58.4	8.1	3.0	1.5	0.8	0.6	2.1	25.5	20.6	2.7	0.5	0.6	0.2	0.2	0.9
Percent of total staff	0.4	0.5	0.6	1.1	0.8	0.2	1.8	*	0.3	0.2	0.2	0.3	0.1	0.1	0.3	*	0.2
Service/maintenance	32,676	17,404	11,686	3,075	924	444	94	435	746	15,272	10,415	2,970	808	452	97	275	255
Percent of staff category	100.0	53.3	35.8	9.4	2.8	1.4	0.3	1.3	2.3	46.7	31.9	9.1	2.5	1.4	0.3	0.8	0.8
Percent of total staff	5.4	5.8	5.6	19.7	10.5	2.8	9.2	1.2	4.3	5.0	4.4	13.7	7.9	3.5	7.8	1.6	2.5

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-6b1. Number and percentage distribution of part-time employees in 4-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	609,928	443,143	37,222	18,946	28,518	2,267	52,158	27,674
Percent of staff category	100.0	72.7	6.1	3.1	4.7	0.4	8.6	4.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	4,991	4,138	486	126	108	12	26	95
Percent of staff category	100.0	82.9	9.7	2.5	2.2	0.2	0.5	1.9
Percent of total staff	0.8	0.9	1.3	0.7	0.4	0.5	*	0.3
Faculty (instruction/research/ public service)	198,052	159,589	8,768	4,452	6,890	522	4,033	13,798
Percent of staff category	100.0	80.6	4.4	2.2	3.5	0.3	2.0	7.0
Percent of total staff	32.5	36.0	23.6	23.5	24.2	23.0	7.7	49.9
Instruction/research assistant	212,195	132,756	7,696	5,944	13,712	794	43,575	7,718
Percent of staff category	100.0	62.6	3.6	2.8	6.5	0.4	20.5	3.6
Percent of total staff	34.8	30.0	20.7	31.4	48.1	35.0	83.5	27.9
Other professional (support/service)	64,292	51,533	3,750	1,505	2,673	230	1,851	2,750
Percent of staff category	100.0	80.2	5.8	2.3	4.2	0.4	2.9	4.3
Percent of total staff	10.5	11.6	10.1	7.9	9.4	10.1	3.5	9.9
Technical/paraprofessional	33,165	24,754	3,278	1,751	1,747	171	548	916
Percent of staff category	100.0	74.6	9.9	5.3	5.3	0.5	1.7	2.8
Percent of total staff	5.4	5.6	8.8	9.2	6.1	7.5	1.1	3.3
Clerical and secretarial	62,379	46,553	6,965	3,360	2,447	325	1,398	1,331
Percent of staff category	100.0	74.6	11.2	5.4	3.9	0.5	2.2	2.1
Percent of total staff	10.2	10.5	18.7	17.7	8.6	14.3	2.7	4.8
Skilled craftsman	2,178	1,719	234	76	45	22	17	65
Percent of staff category	100.0	78.9	10.7	3.5	2.1	1.0	0.8	3.0
Percent of total staff	0.4	0.4	0.6	0.4	0.2	1.0	*	0.2
Service/maintenance	32,676	22,101	6,045	1,732	896	191	710	1,001
Percent of staff category	100.0	67.6	18.5	5.3	2.7	0.6	2.2	3.1
Percent of total staff	5.4	5.0	16.2	9.1	3.1	8.4	1.4	3.6

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-6c. Number and percentage distribution of part-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	250,776	116,499	94,223	8,356	6,096	2,634	657	369	4,164	134,277	108,409	11,110	6,298	2,784	755	416	4,505
Percent of staff category	100.0	46.5	37.6	3.3	2.4	1.1	0.3	0.1	1.7	53.5	43.2	4.4	2.5	1.1	0.3	0.2	1.8
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1,464	682	548	57	38	14	4	0	21	782	641	68	32	16	7	0	18
Percent of staff category	100.0	46.6	37.4	3.9	2.6	1.0	0.3	NA	1.4	53.4	43.8	4.6	2.2	1.1	0.5	NA	1.2
Percent of total staff	0.6	0.6	0.6	0.7	0.6	0.5	0.6	NA	0.5	0.6	0.6	0.6	0.5	0.6	0.9	NA	0.4
Faculty (instruction/research/ public service)	182,832	92,616	78,287	4,646	3,719	1,933	498	170	3,363	90,216	75,566	5,753	3,074	1,883	478	168	3,294
Percent of staff category	100.0	50.7	42.8	2.5	2.0	1.1	0.3	0.1	1.8	49.3	41.3	3.1	1.7	1.0	0.3	0.1	1.8
Percent of total staff	72.9	79.5	83.1	55.6	61.0	73.4	75.8	46.1	80.8	67.2	69.7	51.8	48.8	67.6	63.3	40.4	73.1
Instruction/research assistant	3,714	1,619	1,341	131	51	21	4	3	68	2,095	1,740	161	54	29	8	2	101
Percent of staff category	100.0	43.6	36.1	3.5	1.4	0.6	0.1	0.1	1.8	56.4	46.8	4.3	1.5	0.8	0.2	0.1	2.7
Percent of total staff	1.5	1.4	1.4	1.6	0.8	0.8	0.6	0.8	1.6	1.6	1.6	1.4	0.9	1.0	1.1	0.5	2.2
Other professional (support/service)	10,817	3,717	2,896	377	233	97	26	42	46	7,100	5,803	722	285	113	36	61	80
Percent of staff category	100.0	34.4	26.8	3.5	2.2	0.9	0.2	0.4	0.4	65.6	53.6	6.7	2.6	1.0	0.3	0.6	0.7
Percent of total staff	4.3	3.2	3.1	4.5	3.8	3.7	4.0	11.4	1.1	5.3	5.4	6.5	4.5	4.1	4.8	14.7	1.8
Technical/paraprofessional	13,058	4,717	3,397	556	302	177	41	51	193	8,341	6,131	899	662	207	68	54	320
Percent of staff category	100.0	36.1	26.0	4.3	2.3	1.4	0.3	0.4	1.5	63.9	47.0	6.9	5.1	1.6	0.5	0.4	2.5
Percent of total staff	5.2	4.0	3.6	6.7	5.0	6.7	6.2	13.8	4.6	6.2	5.7	8.1	10.5	7.4	9.0	13.0	7.1
Clerical and secretarial	29,869	7,533	4,091	1,525	1,194	317	38	65	303	22,336	16,182	2,908	1,958	493	139	99	557
Percent of staff category	100.0	25.2	13.7	5.1	4.0	1.1	0.1	0.2	1.0	74.8	54.2	9.7	6.6	1.7	0.5	0.3	1.9
Percent of total staff	11.9	6.5	4.3	18.3	19.6	12.0	5.8	17.6	7.3	16.6	14.9	26.2	31.1	17.7	18.4	23.8	12.4
Skilled craftsman	1,132	712	545	107	21	4	8	5	22	420	300	67	8	2	2	1	40
Percent of staff category	100.0	62.9	48.1	9.5	1.9	0.4	0.7	0.4	1.9	37.1	26.5	5.9	0.7	0.2	0.2	0.1	3.5
Percent of total staff	0.5	0.6	0.6	1.3	0.3	0.2	1.2	1.4	0.5	0.3	0.3	0.6	0.1	0.1	0.3	0.2	0.9
Service/maintenance	7,890	4,903	3,118	957	536	71	38	33	148	2,987	2,046	532	225	41	17	31	95
Percent of staff category	100.0	62.1	39.5	12.1	6.8	0.9	0.5	0.4	1.9	37.9	25.9	6.7	2.9	0.5	0.2	0.4	1.2
Percent of total staff	3.1	4.2	3.3	11.5	8.8	2.7	5.8	8.9	3.6	2.2	1.9	4.8	3.6	1.5	2.3	7.5	2.1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995.

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Table B-6c1. Number and percentage distribution of part-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Part time total	250,776	202,632	19,466	12,394	5,418	1,412	785	8,669
Percent of staff category	100.0	80.8	7.8	4.9	2.2	0.6	0.3	3.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1,464	1,189	125	70	30	11	0	39
Percent of staff category	0.6	0.6	0.6	0.6	0.6	0.8	NA	0.4
Percent of total staff	100.0	81.2	8.5	4.8	2.0	0.8	NA	2.7
Faculty (instruction/research/public service)	182,832	153,853	10,399	6,793	3,816	976	338	6,657
Percent of staff category	100.0	84.1	5.7	3.7	2.1	0.5	0.2	3.6
Percent of total staff	72.9	75.9	53.4	54.8	70.4	69.1	43.1	76.8
Instruction/research assistant	3,714	3,081	292	105	50	12	5	169
Percent of staff category	100.0	83.0	7.9	2.8	1.3	0.3	0.1	4.6
Percent of total staff	1.5	1.5	1.5	0.8	0.9	0.8	0.6	1.9
Other professional (support/service)	10,817	8,699	1,099	518	210	82	103	126
Percent of staff category	100.0	80.4	10.2	4.8	1.9	0.6	1.0	1.2
Percent of total staff	4.3	4.3	5.6	4.2	3.9	4.4	13.1	1.5
Technical/paraprofessional	13,058	9,528	1,455	964	384	109	105	513
Percent of staff category	100.0	73.0	11.1	7.4	2.9	0.8	0.8	3.9
Percent of total staff	5.2	4.7	7.5	7.8	7.1	7.7	13.4	5.9
Clerical and secretarial	29,869	20,273	4,433	3,152	810	177	184	860
Percent of staff category	100.0	67.9	14.8	10.6	2.7	0.6	0.5	2.9
Percent of total staff	11.9	10.0	22.8	25.4	15.0	12.5	20.9	9.9
Skilled craftsman	1,132	845	174	29	6	10	6	62
Percent of staff category	100.0	74.6	15.4	2.6	0.5	0.9	0.5	5.5
Percent of total staff	0.5	0.4	0.9	0.2	0.1	0.7	0.8	0.7
Service/maintenance	7,890	5,164	1,489	763	112	55	64	243
Percent of staff category	100.0	65.4	18.9	9.7	1.4	0.7	0.8	3.1
Percent of total staff	3.1	2.5	7.6	6.2	2.1	3.9	8.2	2.8

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

Table B-6d. Number and percentage distribution of part-time employees in public institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	638,423	475,768	42,117	25,392	25,051	3,208	44,033	22,854
Percent of staff category	100.0	74.5	6.6	4.0	3.9	0.5	6.9	3.6
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	3,416	2792	320	100	63	20	12	109
Percent of staff category	100.0	81.7	9.4	2.9	1.8	0.6	0.4	3.2
Percent of total staff	0.5	0.6	0.8	0.4	0.3	0.6	*	0.5
Faculty (instruction/research/ public service)	270,257	223,515	14,408	9,120	7,421	1,306	3,396	11,091
Percent of staff category	100.0	82.7	5.3	3.4	2.7	0.5	1.3	4.1
Percent of total staff	42.3	47	34.2	35.9	29.6	40.7	7.7	48.5
Instruction/research assistant	181,743	115,531	6,467	5,189	11,336	738	37,375	5,107
Percent of staff category	100	63.6	3.6	2.9	6.2	0.4	20.6	2.8
Percent of total staff	28.5	24.3	15.4	20.4	45.3	23	84.9	22.3
Other professional (support/service)	53,447	42,330	3,395	1,518	1,949	243	1,411	2,601
Percent of staff category	100	79.2	6.4	2.8	3.6	0.5	2.6	4.9
Percent of total staff	8.4	8.9	8.1	6.0	7.8	7.6	3.2	11.4
Technical/paraprofessional	36,529	27,190	3,762	2,282	1,557	255	450	1,033
Percent of staff category	100	74.4	10.3	6.2	4.3	0.7	1.2	2.8
Percent of total staff	5.7	5.7	8.9	9.0	6.2	7.9	1.0	4.5
Clerical and secretarial	65,179	45,530	8,760	5,475	2,208	421	968	1,817
Percent of staff category	100	69.9	13.4	8.4	3.4	0.6	1.5	2.8
Percent of total staff	10.2	9.6	20.8	21.6	8.8	13.1	2.2	8
Skilled craftsman	2,496	1,888	318	90	40	23	18	119
Percent of staff category	100	75.6	12.7	3.6	1.6	0.9	0.7	4.8
Percent of total staff	0.4	0.4	0.8	0.4	0.2	0.7	*	0.5
Service/maintenance	25,356	16,992	4,687	1,618	477	202	403	977
Percent of staff category	100	67	18.5	6.4	1.9	0.8	1.6	3.9
Percent of total staff	4.0	3.6	11.1	6.4	1.9	6.3	0.9	4.3

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-6e. Number and percentage distribution of part-time employees in private institution of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	222,281	170,007	14,571	5,948	8,885	471	6,910	13,489
Percent of staff category	100.0	76.5	6.6	2.7	4.0	0.2	4.0	6.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	3,039	2,535	291	96	75	3	14	25
Percent of staff category	100.0	83.4	9.6	3.2	2.5	0.1	0.5	0.8
Percent of total staff	1.4	1.5	2.0	1.6	0.8	0.6	0.2	0.2
Faculty (instruction/research/ public service)	110,627	89,927	4,759	2,125	3,285	192	975	9,364
Percent of staff category	100.0	81.3	4.3	1.9	3.0	0.2	0.9	8.5
Percent of total staff	49.8	52.9	32.7	35.7	37.0	40.8	10.9	69.4
Instruction/research assistant	34,166	20,306	1,521	860	2,426	68	6,205	2,780
Percent of staff category	100.0	59.4	4.5	2.5	7.1	0.2	18.2	8.1
Percent of total staff	15.4	11.9	10.4	14.5	27.3	14.4	89.8	20.6
Other professional (support/service)	21,662	17,902	1,454	505	934	49	543	275
Percent of staff category	100.0	82.6	6.7	2.3	4.3	0.2	2.5	1.3
Percent of total staff	9.7	10.5	10.0	8.5	10.5	10.4	8.1	2.0
Technical/paraprofessional	9,694	7,092	971	433	574	25	203	396
Percent of staff category	100.0	73.2	10.0	4.5	5.9	0.3	2.1	4.1
Percent of total staff	4.4	4.2	6.7	7.3	6.5	5.3	2.3	2.9
Clerical and secretarial	27,069	21,296	2,638	1,037	1,049	81	594	374
Percent of staff category	100.0	78.7	9.7	3.8	3.9	0.3	2.2	1.4
Percent of total staff	12.2	12.5	18.1	17.4	11.8	17.2	8.7	2.8
Skilled craftsman	814	676	90	15	11	9	5	8
Percent of staff category	100.0	83.0	11.1	1.8	1.4	1.1	0.6	1.0
Percent of total staff	0.4	0.4	0.6	0.3	0.1	1.9	0.1	0.1
Service/maintenance	15,210	10,273	2,847	877	531	44	371	267
Percent of staff category	100.0	67.5	18.7	5.8	3.5	0.3	2.4	1.8
Percent of total staff	6.8	6.0	19.5	14.7	6.0	9.3	4.2	2.0

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries. Private, nonprofit and private, for profit are combined in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-7a. Number and percentage distributions of full-time faculty in institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	550,822	360,150	307,498	13,847	7,864	20,285	1,262	8,161	1,233	190,672	161,020	12,988	5,078	7,287	894	2,692	713
Percent of staff category	100.0	65.4	55.8	2.5	1.4	3.7	0.2	1.5	0.2	34.6	29.2	2.4	0.9	1.3	0.2	0.5	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	159,333	130,940	117,844	3,085	1,912	6,691	299	879	230	28,393	24,975	1,683	556	952	74	96	55
Percent of staff category	100.0	82.2	74.0	1.9	1.2	4.2	0.2	0.6	0.1	17.8	15.7	1.1	0.4	0.6	*	0.1	*
Percent of total staff	28.9	36.4	38.3	22.3	24.3	33.0	23.7	10.8	18.7	14.9	15.5	13.0	11.0	13.1	8.3	3.6	7.7
Associate professors	125,082	85,313	74,160	3,214	1,723	4,826	222	989	179	39,769	34,793	2,420	884	1,293	128	190	61
Percent of staff category	100.0	68.2	59.3	2.6	1.4	3.9	0.2	0.8	0.1	31.8	27.8	1.9	0.7	1.0	0.1	0.2	*
Percent of total staff	22.7	23.7	24.1	23.2	21.9	23.8	17.6	12.1	14.5	20.9	21.6	18.6	17.4	17.7	14.3	7.1	8.6
Assistant professors	129,682	73,141	57,580	3,897	2,068	5,734	253	3,225	384	56,541	46,457	4,114	1,668	2,725	266	1,086	225
Percent of staff category	100.0	56.4	44.4	3.0	1.6	4.4	0.2	2.5	0.3	43.6	35.8	3.2	1.3	2.1	0.2	0.8	0.2
Percent of total staff	23.5	20.3	18.7	28.1	26.3	28.3	20.0	39.5	31.1	29.7	28.9	31.7	32.8	37.4	29.8	40.3	31.6
Instructors	66,708	33,067	27,239	2,154	1,345	1,244	294	551	240	33,641	27,972	2,703	1,185	1,079	219	297	186
Percent of staff category	100.0	49.6	40.8	3.2	2.0	1.9	0.4	0.8	0.4	50.4	41.9	4.1	1.8	1.6	0.3	0.4	0.3
Percent of total staff	12.1	9.2	8.9	15.6	17.1	6.1	23.3	6.8	19.5	17.6	17.4	20.8	23.3	14.8	24.5	11.0	26.1
Lecturers	12,874	5,889	4,809	351	193	241	27	233	35	6,985	5,724	447	236	316	27	193	42
Percent of staff category	100.0	45.7	37.4	2.7	1.5	1.9	0.2	1.8	0.3	54.3	44.5	3.5	1.8	2.5	0.2	1.5	0.3
Percent of total staff	2.3	1.6	1.6	2.5	2.5	1.2	2.1	2.9	2.8	3.7	3.6	3.4	4.6	4.3	3.0	7.2	5.9
Other faculty	57,143	31,800	25,866	1,146	623	1,549	167	2,284	165	25,343	21,099	1,621	547	922	180	830	144
Percent of staff category	100.0	55.6	45.3	2.0	1.1	2.7	0.3	4.0	0.3	44.4	36.9	2.8	1.0	1.6	0.3	1.5	0.3
Percent of total staff	10.4	8.8	8.4	8.3	7.9	7.6	13.2	28.0	13.4	13.3	13.1	12.5	10.8	12.7	20.1	30.8	20.2
Tenure status																	
Full-time faculty total	550,822	360,150	307,498	13,847	7,864	20,285	1,262	8,161	1,233	190,672	161,020	12,988	5,078	7,287	894	2,692	713
Percent of staff category	100.0	65.4	55.8	2.5	1.4	3.7	0.2	1.5	0.2	34.6	29.2	2.4	0.9	1.3	0.2	0.5	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	284,870	210,825	188,081	6,128	3,934	10,476	636	1,169	401	74,045	64,685	4,621	1,856	2,284	258	177	164
Percent of staff category	100.0	74.0	66.0	2.2	1.4	3.7	0.2	0.4	0.1	26.0	22.7	1.6	0.7	0.8	0.1	0.1	0.1
Percent of total staff	51.7	58.5	61.2	44.3	50.0	51.6	50.4	14.3	32.5	38.8	40.2	35.6	36.5	31.3	28.9	6.6	23.0
Nontenured on track	110,311	63,329	49,372	3,834	2,014	5,011	277	2,446	375	46,982	38,279	3,723	1,515	2,142	253	845	225
Percent of staff category	100.0	57.4	44.8	3.5	1.8	4.5	0.3	2.2	0.3	42.6	34.7	3.4	1.4	1.9	0.2	0.8	0.2
Percent of total staff	20.0	17.6	16.1	27.7	25.6	24.7	21.9	30.0	30.4	24.6	23.8	28.7	29.8	29.4	28.3	31.4	31.6
Other faculty	155,641	85,996	70,045	3,885	1,916	4,798	349	4,546	457	69,645	58,056	4,644	1,707	2,861	383	1,670	324
Percent of staff category	100.0	55.3	45.0	2.5	1.2	3.1	0.2	2.9	0.3	44.7	37.3	3.0	1.1	1.8	0.2	1.1	0.2
Percent of total staff	28.3	23.9	22.8	28.1	24.4	23.7	27.7	55.7	37.1	36.5	36.1	35.8	33.6	39.3	42.8	62.0	45.4

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-7a1. Number and percentage distribution of full-time faculty in institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank								
Full-time faculty total	550,822	468,518	26,835	12,942	27,572	2,156	10,853	1,946
Percent of staff category	100.0	85.1	4.9	2.3	5.0	0.4	2.0	0.4
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	159,333	142,819	4,768	2,470	7,643	373	975	285
Percent of staff category	100.0	89.6	3.0	1.6	4.8	0.2	0.6	0.2
Percent of total staff	28.9	30.5	17.8	19.1	27.7	17.3	9.0	14.6
Associate professors	125,082	108,953	5,634	2,607	6,119	350	1,179	240
Percent of staff category	100.0	87.1	4.5	2.1	4.9	0.3	0.9	0.2
Percent of total staff	22.7	23.3	21.0	20.1	22.2	16.2	10.9	12.3
Assistant professors	129,682	104,037	8,011	3,736	8,459	519	4,311	609
Percent of staff category	100.0	80.2	6.2	2.9	6.5	0.4	3.3	0.5
Percent of total staff	23.5	22.2	29.9	28.9	30.7	24.1	39.7	31.3
Instructors	66,708	55,211	4,857	2,530	2,323	513	848	426
Percent of staff category	100.0	82.8	7.3	3.8	3.5	0.8	1.3	0.6
Percent of total staff	12.1	11.8	18.1	19.5	8.4	23.8	7.8	21.9
Lecturers	12,874	10,533	798	429	557	54	426	77
Percent of staff category	100.0	81.8	6.2	3.3	4.3	0.4	3.3	0.6
Percent of total staff	2.3	2.2	3.0	3.3	2.0	2.5	3.9	4.0
Other faculty	57,143	46,965	2,767	1,170	2,471	347	3,114	309
Percent of staff category	100.0	82.2	4.8	2.0	4.3	0.6	5.4	0.5
Percent of total staff	10.4	10.0	10.3	9.0	9.0	16.1	28.7	15.9
Tenure status								
Full-time faculty total	550,822	468,518	26,835	12,942	27,572	2,156	10,853	1,946
Percent of staff category	100.0	85.1	4.9	2.3	5.0	0.4	2.0	0.4
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	284,870	252,766	10,749	5,790	12,760	894	1,346	565
Percent of staff category	100.0	88.7	3.8	2.0	4.5	0.3	0.5	0.2
Percent of total staff	51.7	54.0	40.1	44.7	46.3	41.5	12.4	29.0
Nontenured on track	110,311	87,651	7,557	3,529	7,153	530	3,291	600
Percent of staff category	100.0	79.5	6.9	3.2	6.5	0.5	3.0	0.5
Percent of total staff	20.0	18.7	28.2	27.3	25.9	24.6	30.3	30.8
Other faculty	155,641	128,101	8,529	3,623	7,659	732	6,216	781
Percent of staff category	100.0	82.3	5.5	2.3	4.9	0.5	4.0	0.5
Percent of total staff	28.3	27.3	31.8	28.0	27.8	34.0	57.3	40.1

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-7b. Number and percentage distribution of full-time faculty in 4-year institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	449,007	305,570	259,425	11,232	6,157	18,906	870	8,054	926	143,437	120,485	9,392	3,651	6,188	578	2,636	507
Percent of staff category	100.0	68.1	57.8	2.5	1.4	4.2	0.2	1.8	0.2	31.9	26.8	2.1	0.8	1.4	0.1	0.6	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	145,608	122,311	109,880	2,833	1,784	6,470	261	866	217	23,297	20,503	1,316	449	836	54	92	47
Percent of staff category	100.0	84.0	75.5	1.9	1.2	4.4	0.2	0.6	0.1	16.0	14.1	0.9	0.3	0.6	*	0.1	*
Percent of total staff	32.4	40.0	42.4	25.2	29.0	34.2	30.0	10.8	23.4	16.2	17.0	14.0	12.3	13.5	9.3	3.5	9.3
Associate professors	115,470	80,179	69,559	2,943	1,617	4,691	212	979	178	35,291	30,874	2,053	786	1,217	116	185	60
Percent of staff category	100.0	69.4	60.2	2.5	1.4	4.1	0.2	0.8	0.2	30.6	26.7	1.8	0.7	1.1	0.1	0.2	0.1
Percent of total staff	25.7	26.2	26.8	26.2	26.3	24.8	24.4	12.2	19.2	24.6	25.6	21.9	21.5	19.7	20.1	7.0	11.8
Assistant professors	119,435	68,375	53,507	3,581	1,941	5,553	230	3,197	366	51,060	41,785	3,653	1,525	2,570	239	1,070	218
Percent of staff category	100.0	57.2	44.8	3.0	1.6	4.6	0.2	2.7	0.3	42.8	35.0	3.1	1.3	2.2	0.2	0.9	0.2
Percent of total staff	26.6	22.4	20.6	31.9	31.5	29.4	26.4	39.7	39.5	35.6	34.7	38.9	41.8	41.5	41.3	40.6	43.0
Instructors	28,198	12,597	9,843	1,083	338	664	81	515	73	15,601	12,778	1,438	412	538	83	278	74
Percent of staff category	100.0	44.7	34.9	3.8	1.2	2.4	0.3	1.8	0.3	55.3	45.3	5.1	1.5	1.9	0.3	1.0	0.3
Percent of total staff	6.3	4.1	3.8	9.6	5.5	3.5	9.3	6.4	7.9	10.9	10.6	15.3	11.3	8.7	14.4	10.5	14.6
Lecturers	12,367	5,655	4,619	329	180	232	27	233	35	6,712	5,528	402	213	308	26	193	42
Percent of staff category	100.0	45.7	37.3	2.7	1.5	1.9	0.2	1.9	0.3	54.3	44.7	3.3	1.7	2.5	0.2	1.6	0.3
Percent of total staff	2.8	1.9	1.8	2.9	2.9	1.2	3.1	2.9	3.8	4.7	4.6	4.3	5.8	5.0	4.5	7.3	8.3
Other faculty	27,929	16,453	12,017	463	297	1,296	59	2,264	57	11,476	9,017	530	266	719	60	818	66
Percent of staff category	100.0	58.9	43.0	1.7	1.1	4.6	0.2	8.1	0.2	41.1	32.3	1.9	1.0	2.6	0.2	2.9	0.2
Percent of total staff	6.2	5.4	4.6	4.1	4.8	6.9	6.6	28.1	6.2	8.0	7.5	5.6	7.3	11.6	10.4	31.0	13.0
Tenure status																	
Full-time faculty total	449,007	305,570	259,425	11,232	6,157	18,906	870	8,054	926	143,437	120,485	9,392	3,651	6,188	578	2,636	507
Percent of staff category	100.0	68.1	57.8	2.5	1.4	4.2	0.2	1.8	0.2	31.9	26.8	2.1	0.8	1.4	0.1	0.6	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	235,517	182,204	162,804	4,868	2,972	9,703	451	1,154	252	53,313	47,120	3,074	1,095	1,628	147	171	78
Percent of staff category	100.0	77.4	69.1	2.1	1.3	4.1	0.2	0.5	0.1	22.6	20.0	1.3	0.5	0.7	0.1	0.1	0.0
Percent of total staff	52.5	59.6	62.8	43.3	48.3	51.3	51.8	14.3	27.2	37.2	39.1	32.7	30.0	26.3	25.4	6.5	15.4
Nontenured on track	98,489	58,025	45,158	3,425	1,729	4,763	224	2,396	330	40,464	32,892	3,181	1,240	1,928	216	824	183
Percent of staff category	100.0	58.9	45.9	3.5	1.8	4.8	0.2	2.4	0.3	41.1	33.4	3.2	1.3	2.0	0.2	0.8	0.2
Percent of total staff	21.9	19.0	17.4	30.5	28.1	25.2	25.7	29.7	35.6	28.2	27.3	33.9	34.0	31.2	37.4	31.3	36.1
Other faculty	115,001	65,341	51,463	2,939	1,456	4,440	195	4,504	344	49,660	40,473	3,137	1,316	2,632	215	1,641	246
Percent of staff category	100.0	56.8	44.8	2.6	1.3	3.9	0.2	3.9	0.3	43.2	35.2	2.7	1.1	2.3	0.2	1.4	0.2
Percent of total staff	25.6	21.4	19.8	26.2	23.6	23.5	22.4	55.9	37.1	34.6	33.6	33.4	36.0	42.5	37.2	62.3	48.5

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-7b1. Number and percentage distribution of full-time faculty in 4-year institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank								
Full-time faculty total	449,007	379,910	20,624	9,808	25,094	1,448	10,690	1,433
Percent of staff category	100.0	84.6	4.6	2.2	5.6	0.3	2.4	0.3
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	145,608	130,383	4,149	2,233	7,306	315	958	264
Percent of staff category	100.0	89.5	2.8	1.5	5.0	0.2	0.7	0.2
Percent of total staff	32.4	34.3	20.1	22.8	29.1	21.8	9.0	18.4
Associate professors	115,470	100,433	4,996	2,403	5,908	328	1,164	238
Percent of staff category	100.0	87.0	4.3	2.1	5.1	0.3	1.0	0.2
Percent of total staff	25.7	26.4	24.2	24.5	23.5	22.7	10.9	16.6
Assistant professors	119,435	95,292	7,234	3,466	8,123	469	4,267	584
Percent of staff category	100.0	79.8	6.1	2.9	6.8	0.4	3.6	0.5
Percent of total staff	26.6	25.1	35.1	35.3	32.4	32.4	39.9	40.8
Instructors	28,198	22,621	2,521	750	1,202	164	793	147
Percent of staff category	100.0	80.2	8.9	2.7	4.3	0.6	2.8	0.5
Percent of total staff	6.3	6.0	12.2	7.6	4.8	11.3	7.4	10.3
Lecturers	12,367	10,147	731	393	540	53	426	77
Percent of staff category	100.0	82.0	5.9	3.2	4.4	0.4	3.4	0.6
Percent of total staff	2.8	2.7	3.5	4.0	2.2	3.7	4.0	5.4
Other faculty	27,929	21,034	993	563	2,015	119	3,082	123
Percent of staff category	100.0	75.3	3.6	2.0	7.2	0.4	11.0	0.4
Percent of total staff	6.2	5.5	4.8	5.7	8.0	8.2	28.8	8.6
Tenure status								
Full-time faculty total	449,007	379,910	20,624	9,808	25,094	1,448	10,690	1,433
Percent of staff category	100.0	84.6	4.6	2.2	5.6	0.3	2.4	0.3
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	235,517	209,924	7,942	4,067	11,331	598	1,325	330
Percent of staff category	100.0	89.1	3.4	1.7	4.8	0.3	0.6	0.1
Percent of total staff	52.5	55.3	38.5	41.5	45.2	41.3	12.4	23.0
Nontenured on track	98,489	78,050	6,606	2,969	6,691	440	3,220	513
Percent of staff category	100.0	79.2	6.7	3.0	6.8	0.4	3.3	0.5
Percent of total staff	21.9	20.5	32.0	30.3	26.7	30.4	30.1	35.8
Other faculty	115,001	91,936	6,076	2,772	7,072	410	6,145	590
Percent of staff category	100.0	79.9	5.3	2.4	6.1	0.4	5.3	0.5
Percent of total staff	25.6	24.2	29.5	28.3	28.2	28.3	57.5	41.2

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-7c. Number and percentage distribution of full-time faculty in 2-year and less than 2-year institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	101,815	54,580	48,073	2,615	1,707	1,379	392	107	307	47,235	40,535	3,596	1,427	1,099	316	56	206
Percent of staff category	100.0	53.6	47.2	2.6	1.7	1.4	0.4	0.1	0.3	46.4	39.8	3.5	1.4	1.1	0.3	0.1	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	13,725	8,629	7,964	252	128	221	38	13	13	5,096	4,472	367	109	116	20	4	8
Percent of staff category	100.0	62.9	58.0	1.8	0.9	1.6	0.3	0.1	0.1	37.1	32.6	2.7	0.8	0.8	0.1	*	0.1
Percent of total staff	13.5	15.8	16.6	9.6	7.5	16.0	9.7	12.1	4.2	10.8	11.0	10.2	7.6	10.6	6.3	7.1	3.9
Associate professors	9,612	5,134	4,601	271	106	135	10	10	1	4,478	3,919	367	98	76	12	5	1
Percent of staff category	100.0	53.4	47.9	2.8	1.1	1.4	0.1	0.1	*	46.6	40.8	3.8	1.0	0.8	0.1	0.1	*
Percent of total staff	9.4	9.4	9.6	10.4	6.2	9.8	2.6	9.3	0.3	9.5	9.7	10.2	6.9	6.9	3.8	8.9	0.5
Assistant professors	10,247	4,766	4,073	316	127	181	23	28	18	5,481	4,672	461	143	155	27	16	7
Percent of staff category	100.0	46.5	39.7	3.1	1.2	1.8	0.2	0.3	0.2	53.5	45.6	4.5	1.4	1.5	0.3	0.2	0.1
Percent of total staff	10.1	8.7	8.5	12.1	7.4	13.1	5.9	26.2	5.9	11.6	11.5	12.8	10.0	14.1	8.5	28.6	3.4
Instructors	38,510	20,470	17,396	1,071	1,007	580	213	36	167	18,040	15,194	1,265	773	541	136	19	112
Percent of staff category	100.0	53.2	45.2	2.8	2.6	1.5	0.6	0.1	0.4	46.8	39.5	3.3	2.0	1.4	0.4	*	0.3
Percent of total staff	37.8	37.5	36.2	41.0	59.0	42.1	54.3	33.6	54.4	38.2	37.5	35.2	54.2	49.2	43.0	33.9	54.4
Lecturers	507	234	190	22	13	9	0	0	0	273	196	45	23	8	1	0	0
Percent of staff category	100.0	46.2	37.5	4.3	2.6	1.8	NA	NA	NA	53.8	38.7	8.9	4.5	1.6	0.2	NA	NA
Percent of total staff	0.5	0.4	0.4	0.8	0.8	0.7	NA	NA	NA	0.6	0.5	1.3	1.6	0.7	0.3	NA	NA
Other faculty	29,214	15,347	13,849	683	326	253	108	20	108	13,867	12,082	1,091	281	203	120	12	78
Percent of staff category	100.0	52.5	47.4	2.3	1.1	0.9	0.4	0.1	0.4	47.5	41.4	3.7	1.0	0.7	0.4	*	0.3
Percent of total staff	28.7	28.1	28.8	26.1	19.1	18.3	27.6	18.7	35.2	29.4	29.8	30.3	19.7	18.5	38.0	21.4	37.9
Tenure status																	
Full-time faculty total	101,815	54,580	48,073	2,615	1,707	1,379	392	107	307	47,235	40,535	3,596	1,427	1,099	316	56	206
Percent of staff category	100.0	53.6	47.2	2.6	1.7	1.4	0.4	0.1	0.3	46.4	39.8	3.5	1.4	1.1	0.3	0.1	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	49,353	28,621	25,277	1,260	962	773	185	15	149	20,732	17,565	1,547	761	656	111	6	86
Percent of staff category	100.0	58.0	51.2	2.6	1.9	1.6	0.4	*	0.3	42.0	35.6	3.1	1.5	1.3	0.2	*	0.2
Percent of total staff	48.5	52.4	52.6	48.2	56.4	56.1	47.2	14.0	48.5	43.9	43.3	43.0	53.3	59.7	35.1	10.7	41.7
Nontenured on track	11,822	5,304	4,214	409	285	248	53	50	45	6,518	5,387	542	275	214	37	21	42
Percent of staff category	100.0	44.9	35.6	3.5	2.4	2.1	0.4	0.4	0.4	55.1	45.6	4.6	2.3	1.8	0.3	0.2	0.4
Percent of total staff	11.6	9.7	8.8	15.6	16.7	18.0	13.5	46.7	14.7	13.8	13.3	15.1	19.3	19.5	11.7	37.5	20.4
Other faculty	40,640	20,655	18,582	946	460	358	154	42	113	19,985	17,583	1,507	391	229	168	29	78
Percent of staff category	100.0	50.8	45.7	2.3	1.1	0.9	0.4	0.1	0.3	49.2	43.3	3.7	1.0	0.6	0.4	0.1	0.2
Percent of total staff	39.9	37.8	38.7	36.2	26.9	26.0	39.3	39.3	36.8	42.3	43.4	41.9	27.4	20.8	53.2	51.8	37.9

*Less than .05 percent

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-7c1. Number and percentage distribution of full-time faculty in 2-year and less than 2-year institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Rank								
Full-time faculty total	101,815	88,608	6,211	3,134	2,478	708	163	513
Percent of staff category	100.0	87.0	6.1	3.1	2.4	0.7	0.2	0.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	13,725	12,436	619	237	337	58	17	21
Percent of staff category	100.0	90.6	4.5	1.7	2.5	0.4	0.1	0.2
Percent of total staff	13.5	14.0	10.0	7.6	13.6	8.2	10.4	4.1
Associate professors	9,612	8,520	638	204	211	22	15	2
Percent of staff category	100.0	88.6	6.6	2.1	2.2	0.2	0.2	*
Percent of total staff	9.4	9.6	10.3	6.5	8.5	3.1	9.2	0.4
Assistant professors	10,247	8,745	777	270	336	50	44	25
Percent of staff category	100.0	85.3	7.6	2.6	3.3	0.5	0.4	0.2
Percent of total staff	10.1	9.9	12.5	8.6	13.6	7.1	27.0	4.9
Instructors	38,510	32,590	2,336	1,780	1,121	349	55	279
Percent of staff category	100.0	84.6	6.1	4.6	2.9	0.9	0.1	0.7
Percent of total staff	37.8	36.8	37.6	56.8	45.2	49.3	33.7	54.4
Lecturers	507	386	67	36	17	1	0	0
Percent of staff category	100.0	76.1	13.2	7.1	3.4	0.2	NA	NA
Percent of total staff	0.5	0.4	1.1	1.1	0.7	0.1	NA	NA
Other faculty	29,214	25,931	1,774	607	456	228	32	186
Percent of staff category	100.0	88.8	6.1	2.1	1.6	0.8	0.1	0.6
Percent of total staff	28.7	29.3	28.6	19.4	18.4	32.2	19.6	36.3
Tenure status								
Full-time faculty total	101,815	88,608	6,211	3,134	2,478	708	163	513
Percent of staff category	100.0	87.0	6.1	3.1	2.4	0.7	0.2	0.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	49,353	42,842	2,807	1,723	1,429	296	21	235
Percent of staff category	100.0	86.8	5.7	3.5	2.9	0.6	*	0.5
Percent of total staff	48.5	48.4	45.2	55.0	57.7	41.8	12.9	45.8
Nontenured on track	11,822	9,601	951	560	462	90	71	87
Percent of staff category	100.0	81.2	8.0	4.7	3.9	0.8	0.6	0.7
Percent of total staff	11.6	10.8	15.3	17.9	18.6	12.7	43.6	17.0
Other faculty	40,640	36,165	2,453	851	587	322	71	191
Percent of staff category	100.0	89.0	6.0	2.1	1.4	0.8	0.2	0.5
Percent of total staff	39.9	40.8	39.5	27.2	23.7	45.5	43.6	37.2

*Less than .05 percent

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. Under the "tenure status" category, "other faculty" includes nontenured track, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-8a. Number and percentage distribution of newly hired full-time employees in institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	91,876	41,717	30,366	4,293	1,784	2,303	273	2,117	581	50,159	37,566	6,292	2,390	2,094	325	963	529
Percent of staff category	100.0	45.4	33.1	4.7	1.9	2.5	0.3	2.3	0.6	54.6	40.9	6.8	2.6	2.3	0.4	1.0	0.6
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	5,320	2,793	2,304	292	82	47	21	14	33	2,527	2,039	287	105	53	16	8	19
Percent of staff category	100.0	52.5	43.3	5.5	1.5	0.9	0.4	0.3	0.6	47.5	38.3	5.4	2.0	1.0	0.3	0.2	0.4
Percent of total staff	5.8	6.7	7.6	6.8	4.6	2.0	7.7	0.7	5.7	5.0	5.4	4.6	4.4	2.5	4.9	0.8	3.6
Tenured faculty	1,677	1,062	803	37	28	68	6	30	90	615	469	35	25	31	3	9	43
Percent of staff category	100.0	63.3	47.9	2.2	1.7	4.1	0.4	1.8	5.4	36.7	28.0	2.1	1.5	1.8	0.2	0.5	2.6
Percent of total staff	1.8	2.5	2.6	0.9	1.6	3.0	2.2	1.4	15.5	1.2	1.2	0.6	1.0	1.5	0.9	0.9	8.1
Nontenured on track	13,260	7,489	5,738	407	233	585	54	362	110	5,771	4,556	462	220	293	31	141	68
Percent of staff category	100.0	56.5	43.3	3.1	1.8	4.4	0.4	2.7	0.8	43.5	34.4	3.5	1.7	2.2	0.2	1.1	0.5
Percent of total staff	14.4	18.0	18.9	9.5	13.1	25.4	19.8	17.1	18.9	11.5	12.1	7.3	9.2	14.0	9.5	14.6	12.9
Other faculty	15,848	8,457	6,387	425	239	541	45	718	102	7,391	5,930	474	238	348	47	267	87
Percent of staff category	100.0	53.4	40.3	2.7	1.5	3.4	0.3	4.5	0.6	46.6	37.4	3.0	1.5	2.2	0.3	1.7	0.5
Percent of total staff	17.2	20.3	21.0	9.9	13.4	23.5	16.5	33.9	17.6	14.7	15.8	7.5	10.0	16.6	14.5	27.7	16.4
Other professional (support/service)	22,653	10,175	7,360	838	344	653	63	805	112	12,478	9,555	1,179	448	705	78	395	118
Percent of staff category	100.0	44.9	32.5	3.7	1.5	2.9	0.3	3.6	0.5	55.1	42.2	5.2	2.0	3.1	0.3	1.7	0.5
Percent of total staff	24.7	24.4	24.2	19.5	19.3	28.4	23.1	38.0	19.3	24.9	25.4	18.7	18.7	33.7	24.0	41.0	22.3
Technical/paraprofessional	8,420	3,523	2,586	342	199	213	19	133	31	4,897	3,445	757	260	290	28	79	38
Percent of staff category	100.0	41.8	30.7	4.1	2.4	2.5	0.2	1.6	0.4	58.2	40.9	9.0	3.1	3.4	0.3	0.9	0.5
Percent of total staff	9.2	8.4	8.5	8.0	11.2	9.2	7.0	6.3	5.3	9.8	9.2	12.0	10.9	13.8	8.6	8.2	7.2
Clerical and secretarial	15,273	1,954	1,340	303	158	94	12	14	33	13,319	9,864	2,039	869	314	85	41	107
Percent of staff category	100.0	12.8	8.8	2.0	1.0	0.6	0.1	0.1	0.2	87.2	64.6	13.4	5.7	2.1	0.6	0.3	0.7
Percent of total staff	16.6	4.7	4.4	7.1	8.9	4.1	4.4	0.7	5.7	26.6	26.3	32.4	36.4	15.0	26.2	4.3	20.2
Skilled craftsman	1,298	1,171	932	134	64	14	13	4	10	127	92	23	7	0	3	1	1
Percent of staff category	100.0	90.2	71.8	10.3	4.9	1.1	1.0	0.3	0.8	9.8	7.1	1.8	0.5	NA	0.2	0.1	0.1
Percent of total staff	1.4	2.8	3.1	3.1	3.6	0.6	4.8	0.2	1.7	0.3	0.2	0.4	0.3	NA	0.9	0.1	0.2
Service/maintenance	8,127	5,093	2,916	1,515	437	88	40	37	60	3,034	1,616	1,036	218	60	34	22	48
Percent of staff category	100.0	62.7	35.9	18.6	5.4	1.1	0.5	0.5	0.7	37.3	19.9	12.7	2.7	0.7	0.4	0.3	0.6
Percent of total staff	8.8	12.2	9.6	35.3	24.5	3.8	14.7	1.7	10.3	6.0	4.3	16.5	9.1	2.9	10.5	2.3	9.1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Table B-8a1. Number and percentage distribution of newly hired full-time employees in institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
New hires total	91,876	67,932	10,585	4,174	4,397	598	3,080	1,110
Percent of staff category	100.0	73.9	11.5	4.5	4.8	0.7	3.4	1.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	5,320	4,343	579	187	100	37	22	52
Percent of staff category	100.0	81.6	10.9	3.5	1.9	0.7	0.4	1.0
Percent of total staff	5.8	6.4	5.5	4.5	2.3	6.2	0.7	4.7
Tenured faculty	1,677	1,272	72	53	99	9	39	133
Percent of staff category	100.0	75.8	4.3	3.2	5.9	0.5	2.3	7.9
Percent of total staff	1.8	1.9	0.7	1.3	2.3	1.5	1.3	12.0
Nontenured on track	13,260	10,294	869	453	878	85	503	178
Percent of staff category	100.0	77.6	6.6	3.4	6.6	0.6	3.8	1.3
Percent of total staff	14.4	15.2	8.2	10.9	20.0	14.2	16.3	16.0
Other faculty	15,848	12,317	899	477	889	92	985	189
Percent of staff category	100.0	77.7	5.7	3.0	5.6	0.6	6.2	1.2
Percent of total staff	17.2	18.1	8.5	11.4	20.2	15.4	32.0	17.0
Other professional (support/service)	22,653	16,915	2,017	792	1,358	141	1,200	230
Percent of staff category	100.0	74.7	8.9	3.5	6.0	0.6	5.3	1.0
Percent of total staff	24.7	24.9	19.1	19.0	30.9	23.6	39.0	20.7
Technical/paraprofessional	8,420	6,031	1,099	459	503	47	212	69
Percent of staff category	100.0	71.6	13.1	5.5	6.0	0.6	2.5	0.8
Percent of total staff	9.2	8.9	10.4	11.0	11.4	7.9	6.9	6.2
Clerical and secretarial	15,273	11,204	2,342	1,027	408	97	55	140
Percent of staff category	100.0	73.4	15.3	6.7	2.7	0.6	0.4	0.9
Percent of total staff	16.6	16.5	22.1	24.6	9.3	16.2	1.8	12.6
Skilled craftsman	1,298	1,024	157	71	14	16	5	11
Percent of staff category	100.0	78.9	12.1	5.5	1.1	1.2	0.4	0.8
Percent of total staff	1.4	1.5	1.5	1.7	0.3	2.7	0.2	1.0
Service/maintenance	8,127	4,532	2,551	655	148	74	59	108
Percent of staff category	100.0	55.8	31.4	8.1	1.8	0.9	0.7	1.3
Percent of total staff	8.8	6.7	24.1	15.7	3.4	12.4	1.9	9.7

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-8b. Number and percentage distribution of newly hired full-time employees in 4-year institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	81,243	37,229	26,877	3,811	1,513	2,192	214	2,099	523	44,014	32,667	5,692	2,008	1,957	262	951	477
Percent of staff category	100.0	45.8	33.1	4.7	1.9	2.7	0.3	2.6	0.6	54.2	40.2	7.0	2.5	2.4	0.3	1.2	0.6
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	4,444	2,336	1,941	239	65	42	12	13	24	2,108	1,718	242	75	44	8	7	14
Percent of staff category	100.0	52.6	43.7	5.4	1.5	0.9	0.3	0.3	0.5	47.4	38.7	5.4	1.7	1.0	0.2	0.2	0.3
Percent of total staff	5.5	6.3	7.2	6.3	4.3	1.9	5.6	0.6	4.6	4.8	5.3	4.3	3.7	2.2	3.1	0.7	2.9
Tenured faculty	1,500	991	743	34	25	67	4	29	89	509	381	28	20	26	2	9	43
Percent of staff category	100.0	66.1	49.5	2.3	1.7	4.5	0.3	1.9	5.9	33.9	25.4	1.9	1.3	1.7	0.1	0.6	2.9
Percent of total staff	1.8	2.7	2.8	0.9	1.7	3.1	1.9	1.4	17.0	1.2	1.2	0.5	1.0	1.3	0.8	0.9	9.0
Nontenured on track	11,725	6,746	5,119	378	200	558	41	357	93	4,979	3,894	416	175	272	24	140	58
Percent of staff category	100.0	57.5	43.7	3.2	1.7	4.8	0.3	3.0	0.8	42.5	33.2	3.5	1.5	2.3	0.2	1.2	0.5
Percent of total staff	14.4	18.1	19.0	9.9	13.2	25.5	19.2	17.0	17.8	11.3	11.9	7.3	8.7	13.9	9.2	14.7	12.2
Other faculty	13,576	7,424	5,510	340	209	521	36	713	95	6,152	4,858	388	199	332	37	262	76
Percent of staff category	100.0	54.7	40.6	2.5	1.5	3.8	0.3	5.3	0.7	45.3	35.8	2.9	1.5	2.4	0.3	1.9	0.6
Percent of total staff	16.7	19.9	20.5	8.9	13.8	23.8	16.8	34.0	18.2	14.0	14.9	6.8	9.9	17.0	14.1	27.5	15.9
Other professional (support/service)	20,947	9,499	6,812	767	309	644	56	805	106	11,448	8,729	1,066	402	682	63	393	113
Percent of staff category	100.0	45.3	32.5	3.7	1.5	3.1	0.3	3.8	0.5	54.7	41.7	5.1	1.9	3.3	0.3	1.9	0.5
Percent of total staff	25.8	25.5	25.3	20.1	20.4	29.4	26.2	38.4	20.3	26.0	26.7	18.7	20.0	34.8	24.0	41.3	23.7
Technical/paraprofessional	7,428	3,083	2,244	305	162	197	16	132	27	4,345	3,004	701	224	280	24	79	33
Percent of staff category	100.0	41.5	30.2	4.1	2.2	2.7	0.2	1.8	0.4	58.5	40.4	9.4	3.0	3.8	0.3	1.1	0.4
Percent of total staff	9.1	8.3	8.3	8.0	10.7	9.0	7.5	6.3	5.2	9.9	9.2	12.3	11.2	14.3	9.2	8.3	6.9
Clerical and secretarial	13,343	1,753	1,201	279	139	81	11	12	30	11,590	8,548	1,848	717	273	72	38	94
Percent of staff category	100.0	13.1	9.0	2.1	1.0	0.6	0.1	0.1	0.2	86.9	64.1	13.8	5.4	2.0	0.5	0.3	0.7
Percent of total staff	16.4	4.7	4.5	7.3	9.2	3.7	5.1	0.6	5.7	26.3	26.2	32.5	35.7	13.9	27.5	4.0	19.7
Skilled craftsman	1,158	1,049	829	128	58	12	9	3	10	109	82	16	6	0	3	1	1
Percent of staff category	100.0	90.6	71.6	11.1	5.0	1.0	0.8	0.3	0.9	9.4	7.1	1.4	0.5	NA	0.3	0.1	0.1
Percent of total staff	1.4	2.8	3.1	3.4	3.8	0.5	4.2	0.1	1.9	0.2	0.3	0.3	0.3	NA	1.1	0.1	0.2
Service/maintenance	7,122	4,348	2,478	1,341	346	70	29	35	49	2,774	1,453	987	190	48	29	22	45
Percent of staff category	100.0	61.1	34.8	18.8	4.9	1.0	0.4	0.5	0.7	38.9	20.4	13.9	2.7	0.7	0.4	0.3	0.6
Percent of total staff	8.8	11.7	9.2	35.2	22.9	3.2	13.6	1.7	9.4	6.3	4.4	17.3	9.5	2.5	11.1	2.3	9.4

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1995

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Table B-8b1. Number and percentage distribution of newly hired full-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
New hires total	81,243	59,544	9,503	3,521	4,149	476	3,050	1,000
Percent of staff category	100.0	73.3	11.7	4.3	5.1	0.6	3.8	1.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	4,444	3,659	481	140	86	20	20	38
Percent of staff category	100.0	82.3	10.8	3.2	1.9	0.5	0.5	0.9
Percent of total staff	5.5	6.1	5.1	4.0	2.1	4.2	0.7	3.8
Tenured faculty	1,500	1,124	62	45	93	6	38	132
Percent of staff category	100.0	74.9	4.1	3.0	6.2	0.4	2.5	8.8
Percent of total staff	1.8	1.9	0.7	1.3	2.2	1.3	1.2	13.2
Nontenured on track	11,725	9,013	794	375	830	65	497	151
Percent of staff category	100.0	76.9	6.8	3.2	7.1	0.6	4.2	1.3
Percent of total staff	14.4	15.1	8.4	10.7	20.0	13.7	16.3	15.1
Other faculty	13,576	10,368	728	408	853	73	975	171
Percent of staff category	100.0	76.4	5.4	3.0	6.3	0.5	7.2	1.3
Percent of total staff	16.7	17.4	7.7	11.6	20.6	15.3	32.0	17.1
Other professional (support/service)	20,947	15,541	1,833	711	1,326	119	1,198	219
Percent of staff category	100.0	74.2	8.8	3.4	6.3	0.6	5.7	1.0
Percent of total staff	25.8	26.1	19.3	20.2	32.0	25.0	39.3	21.9
Technical/paraprofessional	7,428	5,248	1,006	386	477	40	211	60
Percent of staff category	100.0	70.7	13.5	5.2	6.4	0.5	2.8	0.8
Percent of total staff	9.1	8.8	10.6	11.0	11.5	8.4	6.9	6.0
Clerical and secretarial	13,343	9,749	2,127	856	354	83	50	124
Percent of staff category	100.0	73.1	15.9	6.4	2.7	0.6	0.4	0.9
Percent of total staff	16.4	16.4	22.4	24.3	8.5	17.4	1.6	12.4
Skilled craftsman	1,158	911	144	64	12	12	4	11
Percent of staff category	100.0	78.7	12.4	5.5	1.0	1.0	0.3	0.9
Percent of total staff	1.4	1.5	1.5	1.8	0.3	2.5	0.1	1.1
Service/maintenance	7,122	3,931	2,328	536	118	58	57	94
Percent of staff category	100.0	55.2	32.7	7.5	1.7	0.8	0.8	1.3
Percent of total staff	8.8	6.6	24.5	15.2	2.8	12.2	1.9	9.4

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-8c. Number and percentage distribution of newly hired full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	10,633	4,488	3,489	462	271	111	59	18	58	6,145	4,899	600	382	137	63	12	52
Percent of staff category	100.0	42.2	32.8	4.5	2.6	1.0	0.6	0.2	0.5	57.8	46.1	5.6	3.6	1.3	0.6	0.1	0.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	876	457	383	53	17	6	9	1	9	419	321	45	30	9	8	1	5
Percent of staff category	100.0	52.2	41.4	6.1	1.9	0.6	1.0	0.1	1.0	47.8	36.6	5.1	3.4	1.0	0.9	0.1	0.6
Percent of total staff	8.2	10.2	10.4	11.0	6.3	4.5	15.3	5.6	15.5	6.8	6.6	7.5	7.9	6.6	12.7	8.3	9.6
Tenured faculty	177	71	60	3	3	1	2	1	1	106	88	7	5	5	1	0	0
Percent of staff category	100.0	40.1	33.9	1.7	1.7	0.6	1.1	0.6	0.6	59.9	49.7	4.0	2.8	2.8	0.6	NA	NA
Percent of total staff	1.7	1.6	1.7	0.6	1.1	0.9	3.4	5.6	1.7	1.7	1.8	1.2	1.3	3.6	1.6	NA	NA
Nontenured on track	1,535	743	619	29	33	27	13	5	17	792	662	46	45	21	7	1	10
Percent of staff category	100.0	48.4	40.3	1.9	2.1	1.8	0.8	0.3	1.1	51.6	43.1	3.0	2.9	1.4	0.5	0.1	0.7
Percent of total staff	14.4	16.6	17.7	6.0	12.2	24.3	22.0	27.8	29.3	12.9	13.5	7.7	11.8	15.3	11.1	8.3	19.2
Other faculty	2,272	1,033	877	69	80	20	9	6	7	1,239	1,072	86	39	16	10	5	11
Percent of staff category	100.0	45.5	38.6	3.7	3.5	0.9	0.4	0.2	0.3	54.5	47.2	3.8	1.7	0.7	0.4	0.2	0.5
Percent of total staff	21.4	23.0	25.1	17.6	29.5	18.0	15.3	27.8	12.1	20.2	21.9	14.3	10.2	11.7	15.9	41.7	21.2
Other professional (support/service)	1,708	676	548	71	35	9	7	0	6	1,030	826	113	46	23	15	2	5
Percent of staff category	100.0	39.6	32.1	4.2	2.1	0.5	0.4	NA	0.4	60.4	48.4	6.6	2.7	1.3	0.9	0.1	0.3
Percent of total staff	16.0	15.1	15.7	14.7	12.9	8.1	11.9	NA	10.3	16.8	16.9	18.8	12.0	16.8	23.8	16.7	9.6
Technical/paraprofessional	992	440	342	37	37	16	3	1	4	552	441	56	36	10	4	0	5
Percent of staff category	100.0	44.4	34.5	3.7	3.7	1.6	0.3	0.1	0.4	55.6	44.5	5.6	3.6	1.0	0.4	NA	0.5
Percent of total staff	9.3	9.8	9.8	7.7	13.7	14.4	5.1	5.6	6.9	9.0	9.0	9.3	9.4	7.3	6.3	NA	9.6
Clerical and secretarial	1,930	201	139	24	19	13	1	2	3	1,729	1,316	191	152	41	13	3	13
Percent of staff category	100.0	10.4	7.2	1.2	1.0	0.7	0.1	0.1	0.2	89.6	68.2	9.9	7.9	2.1	0.7	0.2	0.7
Percent of total staff	18.2	4.5	4.0	5.0	7.0	11.7	1.7	11.1	5.2	28.1	26.9	31.8	39.8	29.9	20.6	25.0	25.0
Skilled craftsman	140	122	103	6	6	2	4	1	0	18	10	7	1	0	0	0	0
Percent of staff category	100.0	87.1	73.6	4.3	4.3	1.4	2.9	0.7	NA	12.9	7.1	5.0	0.7	NA	NA	NA	NA
Percent of total staff	1.3	2.7	3.0	1.2	2.2	1.8	6.8	5.6	NA	0.3	0.2	1.2	0.3	NA	NA	NA	NA
Service/maintenance	1,005	745	438	174	91	18	11	2	11	260	163	49	28	12	5	0	3
Percent of staff category	100.0	74.1	43.6	17.3	9.1	1.8	1.1	0.2	1.1	25.9	16.2	4.9	2.8	1.2	0.5	NA	0.3
Percent of total staff	9.5	16.6	12.6	36.1	33.6	16.2	18.6	11.1	19.0	4.2	3.3	8.2	7.3	8.8	7.9	NA	5.8

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995

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Table B-8c1. Number and percentage distribution of newly hired full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	10,633	8,388	1,082	653	248	122	30	110
Percent of staff category	100.0	78.9	10.2	6.1	2.3	1.1	0.3	1.0
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	876	684	98	47	14	17	2	14
Percent of staff category	100.0	78.1	11.2	5.4	1.6	1.9	0.2	1.6
Percent of total staff	8.2	8.2	9.1	7.2	5.6	13.9	6.7	12.7
Tenured faculty	177	148	10	8	6	3	1	1
Percent of staff category	100.0	83.6	5.6	4.5	3.4	1.7	0.6	0.6
Percent of total staff	1.7	1.8	0.9	1.2	2.4	2.5	3.3	0.9
Nontenured on track	1,535	1,281	75	78	48	20	6	27
Percent of staff category	100.0	83.5	4.9	5.1	3.1	1.3	0.4	1.8
Percent of total staff	14.4	15.3	6.9	11.9	19.4	16.4	20.0	24.5
Other faculty	2,272	1,949	171	69	36	19	10	18
Percent of staff category	100.0	85.8	7.5	3.0	1.6	0.8	0.4	0.8
Percent of total staff	21.4	23.2	15.8	10.6	14.5	15.6	33.3	16.4
Other professional (support/service)	1,706	1,374	184	81	32	22	2	11
Percent of staff category	100.0	80.5	10.8	4.7	1.9	1.3	0.1	0.6
Percent of total staff	16.0	16.4	17.0	12.4	12.9	18.0	6.7	10.0
Technical/paraprofessional	992	783	93	73	26	7	1	9
Percent of staff category	100.0	78.9	9.4	7.4	2.6	0.7	0.1	0.9
Percent of total staff	9.3	9.3	8.6	11.2	10.5	5.7	3.3	8.2
Clerical and secretarial	1,930	1,455	215	171	54	14	5	16
Percent of staff category	100.0	75.4	11.1	8.9	2.8	0.7	0.3	0.8
Percent of total staff	18.2	17.3	19.9	26.2	21.8	11.5	16.7	14.5
Skilled craftsman	140	113	13	7	2	4	1	0
Percent of staff category	100.0	80.7	9.3	5.0	1.4	2.9	0.7	0.0
Percent of total staff	1.3	1.3	1.2	1.1	0.8	3.3	3.3	0.0
Service/maintenance	1,005	601	223	119	30	16	2	14
Percent of staff category	100.0	59.8	22.2	11.8	3.0	1.6	0.2	1.4
Percent of total staff	9.5	7.2	20.6	18.2	12.1	13.1	6.7	12.7

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

Table B-8d. Newly hired full-time employees in institutions of higher education as a percentage of staff category and total staff, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1995

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Number of full-time staff	1,801,371	1,397,482	216,762	78,632	67,882	9,812	24,815	5,986
Number of new hires	91,876	67,932	10,585	4,174	4,397	598	3,080	1,110
Percent of full-time staff	5.1	4.9	4.9	5.3	6.5	6.1	12.4	18.5
Executive/administrative/managerial	140,990	120,242	12,657	3,795	2,511	709	616	460
Number of new hires	5,320	4,343	579	187	100	37	22	52
Percent of full-time staff	3.8	3.6	4.6	4.9	4	5.2	3.6	11.3
Tenured faculty	284,870	252,766	10,749	5,790	12,760	894	1,346	565
Number of new hires	1,677	1,272	72	53	99	9	39	133
Percent of full-time staff	0.6	0.5	0.7	0.9	0.8	1	2.9	23.5
Nontenured on track	110,311	87,651	7,557	3,529	7,153	530	3,291	600
Number of new hires	13,260	10,294	869	453	878	85	503	178
Percent of full-time staff	12	11.7	11.5	12.8	12.3	16	15.3	29.7
Other faculty	155,641	128,101	8,529	3,623	7,659	732	6,216	781
Number of new hires	15,848	12,317	899	477	889	92	985	189
Percent of full-time staff	10.2	9.6	10.5	13.2	11.6	12.6	15.8	24.2
Other professional (support/service)	374,698	296,474	34,918	12,545	17,654	1,870	9,868	1,369
Number of new hires	22,653	16,915	2,017	792	1,358	141	1,200	230
Percent of full-time staff	6	5.7	5.8	6.3	7.7	7.5	12.2	16.8
Technical/paraprofessional	141,677	102,694	22,516	7,374	6,088	893	1,666	446
Number of new hires	8,420	6,031	1,099	459	503	47	212	69
Percent of full-time staff	5.9	5.9	4.9	6.2	8.3	5.3	12.7	15.5
Clerical and secretarial	348,948	258,286	56,338	21,163	9,088	2,211	911	951
Number of full-time staff	15,273	11,204	2,342	1,027	408	97	55	140
Number of new hires	4.4	4.3	4.2	4.9	4.5	4.4	6	14.7
Skilled craftsman	61,273	49,394	6,778	3,542	727	553	108	171
Number of new hires	1,298	1,024	157	71	14	16	5	11
Percent of full-time staff	2.1	2.1	2.3	2	1.9	2.9	4.6	6.4
Service/maintenance	182,963	101,874	56,720	17,271	4,242	1,420	793	643
Number of new hires	8,127	4,532	2,551	655	148	74	59	108
Percent of full-time staff	4.4	4.4	4.5	3.8	3.5	5.2	7.4	16.8

NOTE: Because of rounding, details may not add to totals. Data were not collected for instruction/research assistants because they are part-time employees only. Faculty includes those whose principal activity is instruction, research, or public service. "Other faculty" includes nontenured, not on tenure track faculty.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1995.

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Appendix C

Technical Notes on Survey Methodology

Appendix C
Technical Notes on Survey Methodology

The Fall Staff survey is conducted biennially as part of the National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS).[1] IPEDS collects staffing data in order to fulfill the NCES congressional mandate to report on the condition of postsecondary education in the United States. Fall Staff data were requested from 8,746 postsecondary institutions in the fall 1995.

Data Covered in the Report

The data in this report for 1995 are for the 50 states and the District of Columbia and exclude the outlying territories. Data are presented for both the total postsecondary institutions and for the subset that are classified as institutions of higher education (IHEs). In 1995, there were about 8,598 postsecondary institutions eligible for Title IV federal financial aid at the 4-year, 2-year, and less-than-2-year level in the 50 states and the District of Columbia. Of these, about 3,716 were accredited at the college level as IHEs by an agency recognized by the U.S. Department of Education. While over half of the total postsecondary institutions are in the category of other postsecondary, over 95 percent of total postsecondary staff are employed in institutions of higher education. More detailed information over a longer period of time has been collected on IHEs.

Eligible postsecondary education institutions completed either the Consolidated survey (IPEDS-CN) or the Fall Staff survey (IPEDS-S). The IPEDS-S survey form collected data on the race and sex of staff from all higher education institutions and all other schools offering a baccalaureate or higher degree. The CN survey was completed by all other postsecondary institutions that were not sent the Fall Staff survey. The information by level of detail requested on each survey form is shown below:

Form Type	Institutions	Data Requested By:
S	All higher education institutions and all other schools offering a baccalaureate or higher degree	Employment status Sex Occupational categories Race/ethnicity categories Salary class intervals Tenured categories New hires categories
CN	All other schools	Employment status Sex Occupational categories

Past Surveys

The Fall Staff survey is one of the eight components of IPEDS, which began in 1986. The 1995 survey covers all postsecondary institutions that are eligible for Title IV including universities and

[1] Other IPEDS surveys include Institutional Characteristics, Fall Enrollment, Fall Enrollment in Occupational Specific Programs, Completions, Finance, Salaries, Academic Libraries, and Consolidated.

colleges, as well as institutions offering technical and vocational education beyond the high school level. Prior to that time, similar data were collected through the Higher Education General Information Survey (HEGIS), established in 1966. HEGIS, however, covered only those institutions accredited at the college level by an agency recognized by the Secretary of the U.S. Department of Education. Between 1987 and 1991, the Fall Staff data were collected in cooperation with U.S. Equal Employment Opportunity Commission (EEOC). EEOC collected data on staff through its Higher Education Staff Information (EEO-6) report from all postsecondary institutions within its mandate, that is, institutions having 15 or more full-time employees. NCES, using the IPEDS system, collected data from all other postsecondary institutions, including all 2- and 4-year higher education institutions with fewer than 15 full-time employees and a sample of less-than-2-year schools. NCES and EEOC collected staff data biennially in odd-numbered years. The IPEDS files from 1987 to 1991 combine data from the EEO-6 and the IPEDS staff survey to create the IPEDS Fall Staff data file. In 1993 for the first time, all schools formerly surveyed by EEOC were surveyed by NCES. Additionally, all less-than-2-year schools eligible for participation in Title IV federal financial aid programs were included in the data collection. In previous years, a sample of this group was drawn to represent the total.

Related Surveys

Additional data on full-time faculty are available through the IPEDS Faculty Salaries, Tenure, and Fringe Benefits survey. This survey has been conducted for most years since 1966, initially through HEGIS and later through IPEDS. NCES also sponsors the National Survey of Postsecondary Faculty (NSOPF), a nationally representative sample survey that provides detailed information on higher education faculty and departments. The NSOPF surveys have been conducted in 1988 and 1993. Historical data prior to the 1970s are also available on faculty in institutions of higher education and have been summarized in the *Digest of Education Statistics*, which is published annually.

Institutional Universe and Response Rates

A universe of 9,217 postsecondary institutions was initially identified as eligible to participate in Title IV programs based on verified responses to the IPEDS 1994-95 Institutional Characteristics survey. Fall Staff survey forms were mailed out during October and November 1995, and survey results were collected from January to July 1996. During this time period, institutions determined to be out of scope of the survey were deleted from the universe. These deletions resulted from formal notification by IPEDS state coordinators, the Department of Education eligibility notices, and followup telephone calls. Included in the deletions were (1) institutions that were duplicates of others on the file; (2) institutions that had closed or merged with another institution, and thus were no longer a legitimate institution or branch; (3) institutions that no longer offered postsecondary programs; and (4) schools that did not conform to the IPEDS definition of an institution or branch. At the conclusion of this process, 8,746 institutions remained on the file, of which 8,598 were from the 50 states and the District of Columbia. The final universe was also adjusted to reflect institutions that changed from one sector to another subsequent to survey mailout. The Fall Staff survey had an overall response of 87.0 percent (see table C-1).

Table C-1. Number of institutions[1] in the 1995 Fall Staff survey and survey response rates, by survey form and sector of institution: 50 states and the District of Columbia

Survey form and sector of institution	Mailed[2]	Final universe	Number responded	Response rate
Total	9,217	8,598	7,476	87.0
Survey form				
IPEDS-S	4,293	4,101	3,628	88.5
IPEDS-CN	4,924	4,497	3,848	85.6
Sector				
Central office	104	69	69	100.0
Public 4-year or above	628	617	588	95.3
Private, nonprofit, 4-year or above	1,998	1,929	1,576	81.7
Private, for-profit, 4-year or above	181	184	140	76.1
Public 2-year	1,283	1,251	1,213	97.0
Private, nonprofit, 2-year	623	589	521	88.5
Private, for-profit, 2-year	724	634	548	86.4
Public, less than 2-year	294	282	255	90.4
Private, nonprofit, less-than-2-year	282	245	203	82.9
Private, for-profit, less-than-2-year	3,100	2,798	2,363	84.5

[1]See table C-2 for the number of institutions receiving the survey form, number of institutions responding, and response rate for HEGIS and non-HEGIS institutions for the 50 states and the District of Columbia.

[2]Surveys were mailed to institutions in the U.S. and its outlying areas. All data reported elsewhere in this report, however, are based on institutions in the 50 states and the District of Columbia.

Table C-2 reports the number of institutions in the universe and the number responding for the 50 states and the District of Columbia by control and level of institution. The response rate for total postsecondary institutions was 87.0 percent and for the institutions of higher education, 93.7 percent. Response for the "other postsecondary" group was 81.9 percent. Of the total universe of 8,598 institutions, 3,716 were institutions of higher education and 4,882 were classified as other postsecondary; however, 96 percent of staff were in the 3,716 institutions of higher education.

Survey Conduct and Editing

Followup for nonresponse on the IPEDS-CN survey was started in December 1995 by letter. Telephone followup for nonresponse on the IPED-S survey began in January 1995 and continued with a second telephone followup in February 1995. The Postsecondary Education Telephone System (PETS) was used to collect data from the nonrespondents to the surveys in that group of institutions for which IPEDS state coordinators were not responsible for followup.

Table C-2. Response rates of postsecondary institutions receiving the Fall Staff survey, by control and level of institution: 50 states and the District of Columbia.

Level of institution	Total	Public	Private		
			Total	Nonprofit	For-profit
All postsecondary	8,598	2,211	6,387	2,765	3,622
4-year	2,762	646	2,116	1,931	185
2-year	2,506	1,283	1,223	589	634
Less than 2-year	3,330	282	3,048	245	2,803
Higher education	3,716	1,709	2,007	1,692	315
4-year	2,252	636	1,616	1,509	107
2-year	1,449	1,071	378	179	199
Less than 2-year	15	2	13	4	9
Other postsecondary	4,882	502	4,380	1,073	3,307
4-year	510	10	500	422	78
2-year	1,057	212	845	410	435
Less than 2-year	3,315	280	3,035	241	2,794
Institutions responding					
All postsecondary	7,476	2,117	5,359	2,302	3,057
4-year	2,336	617	1,719	1,578	141
2-year	2,314	1,245	1,069	521	548
Less than 2-year	2,826	255	2,571	203	2,368
Higher education	3,480	1,654	1,826	1,547	279
4-year	2,088	608	1,480	1,379	101
2-year	1,381	1,044	337	164	173
Less than 2-year	11	2	9	4	5
Other postsecondary	3,996	463	3,533	755	2,778
4-year	248	9	239	199	40
2-year	933	201	732	357	375
Less than 2-year	2,815	253	2,562	199	2,363
Response rate					
All postsecondary	87.0	95.8	83.9	83.3	84.4
4-year	84.6	95.5	81.2	81.7	76.2
2-year	92.3	97.0	87.4	88.5	86.4
Less than 2-year	84.9	90.4	84.4	82.9	84.5
Higher education	93.7	96.8	91.2	91.4	88.6
4-year	92.7	95.6	91.6	91.4	94.4
2-year	95.3	97.5	89.1	91.6	86.9
Less than 2-year	73.3	100.0	69.2	100.0	55.6
Other postsecondary	81.9	92.2	80.7	70.4	84.0
4-year	48.6	90.0	47.8	47.2	51.3
2-year	88.3	94.8	86.6	87.1	86.2
Less than 2-year	84.9	90.4	84.4	82.6	84.6

NOTE: Table represents response rate for higher education and other postsecondary institutions for the 50 states and the District of Columbia.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff," and "Consolidated" surveys (IPEDS-S and IPEDS-CN), 1995.

On the CN survey, all forms were edited for major reporting and processing errors. Survey responses were edited for interyear consistency. Total lines were generated and compared to the reported totals. If there were differences, and they were within an acceptable range of tolerance, the generated total replaced the reported total. If a difference appeared larger than a simple arithmetic error, the institution was contacted to resolve the discrepancy.

On the S survey, all forms were edited for reporting and processing errors. Survey responses were edited for internal and interyear consistency. Addition checks were performed by adding down the columns and comparing generated with reported totals. If there were differences, and they were within an acceptable range of tolerance, the generated total replaced the reported total and the cell was flagged with the proper imputation code. If a difference exceeded the designated range, institutions were contacted for verification/correction. Addition checks were also performed by generating totals for men and women across columns in each line of data submitted on the form, checks were also made comparing total faculty, line 22, with total faculty, line 107.

Method of Imputation for the 1995 IPEDS Fall Staff Survey

This section discusses the imputation methods used to compensate for missing data in the 1995 IPEDS Fall Staff survey. The first section provides a brief review of the data collected in the survey and the data available for imputation. The second section discusses the extent of nonresponse. The last section summarizes the methods used to handle the missing data.

The 1995 IPEDS Fall Staff Survey

The 1995 IPEDS Fall Staff survey collected data on the number of staff employed in all postsecondary institutions in the United States. Two survey forms were used: the S form and the CN form. The S form was used for higher education institutions and schools offering a baccalaureate or higher degree. It collects detailed data on the number of staff by characteristics, including sex (male and female), employment status (full time and part time), occupational activities (8 categories), race/ethnicity (7 categories), and income categories (6 to 9 categories). The 1995 S form contained six parts, collecting detailed counts of full-time faculty members, other full-time and part-time employees, and staff from contracted or donated services. There are over 2,000 data items on this form. The CN form was an abridged version of the S form. The 1995 CN form consisted of 34 data items counting staff by sex, employment status, and occupational categories.

The survey forms were designed as a series of tables and data are collected for the cells and in the margins of the tables. The constraint in the data was that the data items corresponding to the table cells had to add to the items on the row margins and the column margins, and in turn, the items on margins have to add to the table total.

The IPEDS Fall Staff survey is a recurring survey conducted every 2 years. The last one was conducted in 1993. Most institutions in the 1995 survey were also included in 1993 survey. The core data items were the same for both 1993 and 1995, although new items were added to the 1995 survey forms to provide more income classes at the upper tail. The new items collected in the 1995 IPEDS-S form, found in Part C and Part E, were not included in the imputation.

Number of Responding and Nonresponding Institutions

Table C-3 shows the number of responding and nonresponding institutions in 1995 and their status in 1993. Among the 8,846 institutions (including 100 closed institutions) included in the survey, 4,637 received the CN form, and the remaining 4,209 institutions received the S form. Most institutions that participated provided complete responses on all items. Partial nonresponse was relatively rare. It mainly occurred among the CN form institutions because institutions provided data about the total number of employees but failed to provide the counts by specific categories. Most institutions included in both 1993 and 1995 also received the same forms for both years. There were 773 new institutions in 1995.

Table C-3. Number of institutions by response status*

Survey form type	Number of institutions				
	Total	Complete respondents	Partial respondents	Nonrespondents	Closed
Total	8,846	6,901	684	1,161	100
1995 CN form.....	4,637	3,228	669	667	73
1993 CN form	3,983	2,857	535	528	63
1993 S form.....	7	4	2	1	0
New	647	367	132	138	10
1995 S form	4,209	3,673	15	494	27
1993 S form.....	3,993	3,524	14	433	22
1993 CN form	90	62	1	22	5
New	126	87	0	39	0

*U.S. and outlying areas.

Imputations

Nonresponding institutions to the 1995 Fall Staff survey were divided into two primary categories: institutions that either responded or were imputed in 1993; and new institutions in 1995. For institutions with data from 1993, a cold-deck imputation method was used to replace missing data in the current survey with prior data. This method is known as a "cold" deck because the source of data for imputation came from a prior survey. Adjustments were made to the cold-deck imputed value to reflect the changes in trends over time. For new institutions, a hot-deck imputation method was used based on data from the current survey. The hot-deck imputation was conducted using WESDECK, a SAS macro developed by Westat. WESDECK performs hot-deck imputation using a set of hard and soft boundaries that make up the imputation classes. Hard boundaries are non-negotiable, whereas soft boundaries may be crossed if insufficient donors are available.

For nonresponding institutions with 1993 data, the data items were imputed in sequence. For the CN form, the data items on the total lines were imputed first (total female full time, female part time, male full time, male part time). Then, the data items that were components of the total were imputed by apportioning the imputed total to individual items. The rates of change were calculated by selecting a peer group of institutions form the 1995 data and generating the percent change from 1993 to 1995. The donor groups were matched with the recipient institutions by institutional characteristics (level, control, locale, region, and Carnegie classification), enrollment size and the pattern of staff distribution in 1993. For the S form, an additional step was involved to first impute the table total (by employment activities), which was distributed to items along the items on the total line (by race and

sex); and the total line items were then distributed to the cells (by income and occupational category). The values in the table cells were added across the rows to generate the items on the column total. Lastly, a final edit check was conducted to ensure that the imputed values conformed with the constraints that the values of items in the column and row totals sum to the overall table total.

For new institutions with missing data, a donor was selected among all institutions with complete responses on similar characteristics in terms of enrollment size, sector, and type. A restriction was imposed so that donors were only used once. Due to their specific characteristics, historically black institutions (HBCUs), and tribal institutions were imputed separately using donors from each of their respective groups.

An imputation flag variable was included in the data file to identify cases with imputed data and the method of imputation.

Appendix D

Glossary

APPENDIX D

Glossary*

Adjunct Faculty. A faculty position where one has an occasional or temporary affiliation with an institution or another faculty member in performing a duty or service in an auxiliary capacity.

American Indian or Alaskan Native. A person having origins in any of the original peoples of North America or who maintains cultural identification through tribal affiliation or community recognition.

Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.

Black, Non-Hispanic. A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

Clerical and Secretarial Staff. Persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, and payroll clerks. Also includes sales clerks such as those employed full time in the bookstore and library clerks who are not recognized as librarians.

Contracted Services. Services obtained through contracts with outside agencies which would normally be provided by paid employees.

Donated (Contributed) Services. Services provided by volunteers, members of religious orders, or by the Central or System office of an institution for which there is no charge to the campus but that would otherwise be provided by employees paid by the campus.

Executive, Administrative, and Managerial. Persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Included in this category are all officers subordinate to any of these as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. (NOTE: Includes supervisors of professional employees, while supervisors

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* SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System Glossary, 1995.

of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported within the specific categories of the personnel they supervise.

Faculty (Instruction/Research/Public Service). Persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. This category includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instructional. Student teachers or research assistants are not included in this category.

Full-Time Staff. Persons on the payroll of the institution (or reporting unit) and classified by the institutions as full time. Includes faculty on sabbatical leave and persons who are on leave but remain on the payroll.

Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Instruction/Research Assistants. Students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Students in the College Work-Study Program are not included in this category.

Nonresident Alien. A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. (NOTE: In 1993 and 1995 nonresident aliens were reported separately, rather than in any of the five racial/ethnic categories.

Other Employees Staff. Persons employed directly by the institution in one of the following three categories as their primary occupation: 1) Clerical and secretarial, 2) Skilled crafts, and 3) Service/maintenance. Each employee is accounted for only once. (NOTE: This definition pertains only to the institutions that completed the 1993 Consolidated (CN) survey, whereas, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.)

Other Faculty. Institutions without standard academic ranks report faculty under this category. In previous surveys, the category was "No Academic Rank."

Other Professional (Support/Service). Persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, systems analysts, and coaches.

Part-Time Staff. Persons on the payroll of the institution (or reporting unit) and classified by the institution as part time. Students in the College Work-Study Program or casual employees (e.g.,

persons who are hired to help at registration time or to work in the bookstore for a day or two at the start of a session) are not considered part-time staff.

Postsecondary Education Institution. An institution which has as its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education, and excludes avocation and adult basic education programs.

Professional Staff. A primary occupation grouping that combines staff including: executive/administrative/managerial, faculty (instructional/research/public service), instructional/research assistants, and professional (support/service) staff.

Race/Ethnicity. Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group.

Resident Alien and Other Eligible (for financial aid purposes) Non-Citizen. A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status, a Temporary Resident Card, or an Arrival-Departure Record. (NOTE: Resident aliens and other eligible non-citizens were reported in the appropriate racial/ethnic categories along with United States citizens.)

Service/Maintenance Staff. Persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and students or that contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Includes chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

Skilled Crafts Staff. Persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and typesetters.

Technical and Paraprofessionals Staff. Persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational categories which are institutionally defined as technical assignments.

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Tenure. Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

Tenure Track. Positions that lead to consideration of tenure.

Unknown Race/Ethnicity. This category was used only if the employee did not select a racial/ethnic designation, and the postsecondary institution found it impossible to place the employee in one of the racial/ethnic categories.

White, Non-Hispanic. A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

9/10-Month Salary Contract. The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-Month Salary Contract. The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

Appendix E

Additional Tables

Table E-1. Total faculty in institutions of higher education, by sex: 1869-70 to 1995-96[1]

Year	Total	Men	Women	Percentage women	Percentage change
1869-70[2]	5,553	4,887	666	12%	NA
1879-80[2]	11,522	7,328	4,194	36	107
1889-90[2]	15,809	12,704	3,105	20	37
1899-1900	23,868	19,151	4,717	20	51
1909-10	36,480	29,132	7,348	20	53
1919-20	48,615	35,807	12,808	26	33
1929-30	82,386	60,017	22,369	27	69
1939-40	146,929	106,328	40,601	28	78
1949-50	246,722	186,189	60,533	25	68
1959-60	380,554	296,773	83,781	22	54
1969-70[3]	450,000	346,000	104,000	23	18
1979-80[3]	675,000	479,000	196,000	29	50
1989-90[4]	824,220	577,298	246,922	30	22
1990-91[2,4]	817,000	547,000	270,000	33	-1
1991-92	826,252	525,599	300,653	36	1
1993-94	915,474	561,123	354,351	39	11
1995-96	931,706	562,893	368,813	40	2

[1]Total number of different individual (not reduced to full-time equivalent). Beginning in 1959-60 data are for the first term of the academic year. Beginning in 1969-70 data include only instruction faculty with rank of instructor above.

[2]Estimated.

[3]Estimated number of senior institutional staff. Excludes graduate assistants.

[4]Because of revised survey procedures, data may not be directly comparable to prior years.

NOTE: Some data have been revised since previously published figures..

SOURCE: Extracted from data in U.S. Department of Education, National Center for Education Statistics, Biennial Survey of Education in the United States; Education Directory, Colleges and Universities; Faculty and Other Professional Staff in Institutions of Higher Education. As included in Digest of Education Statistics 1994; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Table E-2. Number of employees and full-time-equivalent (FTE) students per FTE staff in institutions of higher education, by primary occupation and control of institution and by employment status: fall 1976, 1991, and 1993

Primary occupation and control of institution	1976				1991				1993			
	Total staff		Full-time-equivalent staff		Total staff		Full-time-equivalent staff		Total staff		Full-time-equivalent staff	
	Number	Percentage	Total	FTE students per FTE staff	Number	Percentage	Total	FTE students per FTE staff	Number	Percentage	Total	FTE students per FTE staff
Total, all institutions	1,863,790	100.0	1,541,339	5.4	2,545,235	100.0	2,094,628	4.9	2,602,612	100.0	2,094,681	4.9
Professional staff	1,073,119	57.6	845,456	9.8	1,595,460	62.7	1,244,588	8.3	1,687,287	64.8	1,280,382	8.1
Executive/administrative/managerial	101,263	5.4	98,972	84.0	144,755	5.7	141,718	73.1	143,675	5.5	140,522	73.7
Faculty (instruction and research)	633,210	34.0	500,533	16.6	826,252	32.5	632,565	16.4	915,474	35.2	668,819	15.5
Instruction and research assistants	160,086	8.6	82,684	100.5	197,751	7.8	81,467	127.2	202,819	7.8	83,717	123.6
Professional (support/service)	178,560	9.6	163,267	50.9	426,702	16.8	388,838	26.6	425,319	16.3	387,323	26.7
Nonprofessional staff	790,671	42.4	695,883	11.9	949,775	37.3	850,040	12.2	915,325	35.2	814,299	12.7
Public total	1,329,122	100.0	1,092,558	5.8	1,783,328	100.0	1,449,398	5.4	1,812,513	100.0	1,434,747	5.4
Professional staff	769,836	57.9	601,942	10.5	1,133,264	63.5	868,112	9.1	1,193,284	65.8	883,579	8.8
Executive/administrative/managerial	60,733	4.6	59,579	106.6	84,446	4.7	82,835	94.9	81,209	4.5	79,426	98.4
Faculty (instruction and research)	448,733	33.8	357,761	17.7	580,908	32.6	446,113	17.6	650,434	35.9	470,537	16.6
Instruction and research assistants	127,925	9.6	63,420	100.1	173,560	9.7	70,707	111.2	173,678	9.6	70,755	110.4
Professional (support/service)	132,445	10.0	121,182	52.4	294,350	16.5	268,458	29.3	287,963	15.9	262,862	29.7
Nonprofessional staff	559,286	42.1	490,616	12.9	650,064	36.5	581,286	13.5	619,229	34.2	551,168	14.2
Private total	534,668	100.0	448,781	4.4	761,907	100.0	645,231	3.9	790,099	100.0	659,934	3.8
Professional staff	303,283	56.7	243,514	8.1	462,196	60.7	376,476	6.6	494,003	62.5	396,802	6.4
Executive/administrative/managerial	40,530	7.6	39,393	49.8	60,309	7.9	58,883	42.4	62,466	7.9	61,096	41.6
Faculty (instruction and research)	184,477	34.5	142,772	13.7	245,344	32.2	186,452	13.4	265,040	33.5	198,282	12.8
Instruction and research assistants	32,161	6.0	19,264	101.9	24,191	3.2	10,760	232.1	29,141	3.7	12,962	195.9
Professional (support/service)	46,115	8.6	42,085	46.6	132,352	17.4	120,380	20.7	137,356	17.4	124,461	20.4
Nonprofessional staff	231,385	43.3	205,267	9.6	299,711	39.3	268,755	9.3	296,096	37.5	263,131	9.6

NOTE: Because of rounding, details may not add to totals. In 1993 FTE staff were calculated using the same procedure as in 1976 and 1991. Part-time staff were multiplied by 0.32 to 0.47 depending on staff category and added to full-time staff based upon the 1976 HEGIS surveys. FTE students were calculated by multiplying part-time students by 0.36 and adding to full-time students.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1991; U.S. Department of Education, National Center for Education Statistics, "Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976, and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1991 and 1993. Data for 1976 and 1991 are as included in *Digest of Education Statistics*, 1994, table 216.

Table E-3. Number of full- and part-time faculty in institutions of higher education, by sex: 50 states and the District of Columbia, fall 1976-95

Year	Total	Men	Women	Percentage of total who are women	Full time				Part time			
					Total	Men	Women	Percentage of total who are women	Total	Men	Women	Percentage of total who are women
1976	633,210	460,553	172,657	27	434,071	326,824	107,247	25	199,139	133,729	65,410	33
1989	824,220	534,254	289,966	35	524,426	366,163	158,263	30	299,794	168,091	131,703	44
1991	826,252	525,599	300,653	36	535,623	366,213	169,410	32	290,629	159,386	131,243	45
1993	915,474	561,123	354,351	39	545,706	363,430	182,276	33	369,768	197,693	172,075	47
1995	931,706	562,893	368,813	40	550,822	360,150	190,672	35	380,884	202,743	178,141	47

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975-1991, U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993 and 1995.

Table E-4. Estimate*of yearly new hires of full-time faculty, by race/ethnicity: 1981-91

Year	Total	White	Total minority	African American	Hispanic	Asian American	American Indian
1981	35,727	31,498	4,229	1,773	621	1,561	274
1982	35,516	31,072	4,444	1,840	677	1,708	220
1983	35,304	30,645	4,659	1,906	732	1,855	166
1984	35,066	30,490	4,577	1,810	724	1,871	173
1985	34,828	30,334	4,494	1,714	715	1,886	179
1986	33,480	29,028	4,452	1,647	735	1,901	169
1987	32,131	27,722	4,409	1,580	755	1,916	158
1988	36,644	31,055	5,589	2,128	987	2,305	170
1989	41,157	34,388	6,769	2,675	1,218	2,694	182
1990	37,257	30,774	6,483	2,500	1,209	2,601	174
1991	33,356	27,159	6,197	2,324	1,200	2,507	166
Total, 1981-91	390,466	334,165	56,302	21,897	9,573	22,805	2,031

*Estimates for even years were calculated by averaging the odd years sandwiching each even year.

NOTE: Because of rounding, details may not add to totals. Employment counts are based on the following number of higher education institutions for each year: 3,032 in 1981; 3,011 in 1983; 2,686 in 1985; 2,636 in 1987; 3,452 in 1989; and 3,285 in 1991. Data are based on reported counts and are not imputed for nonreporting institutions.

SOURCE: Calculations based on U.S. Equal Employment Opportunity Commission "EEO-6 Higher Education Staff Information" surveys, 1981 through 1991. As included in Deborah Carter and Eileen O'Brien, "Employment and Hiring Patterns for Faculty of Color," American Council on Education, Research Briefs, Volume 4, Number 6, 1993, table 3.

Table E-5. Number of employees in postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,727,504	1,306,005	1,421,499	1,864,524	885,018	979,506	862,980	420,987	441,993
Professional staff	1,777,843	968,213	809,630	1,096,123	608,410	487,713	681,720	359,803	321,917
Executive/administrative/managerial	160,638	89,521	71,117	153,011	86,226	66,785	7,627	3,295	4,332
Faculty (instruction/research)	973,289	587,421	385,868	575,086	376,192	198,894	398,203	211,229	186,974
Instruction/research assistants	203,049	120,507	82,542	NA	NA	NA	203,049	120,507	82,542
Professional (support/service)	440,867	170,764	270,103	368,026	145,992	222,034	72,841	24,772	48,069
Nonprofessional staff	949,661	337,792	611,869	768,401	276,608	491,793	181,260	61,184	120,076
Technical and paraprofessionals	190,502	75,753	114,749	147,610	60,843	86,767	42,892	14,910	27,982
Clerical and secretarial	440,908	51,357	389,551	353,781	32,997	320,784	87,127	18,360	68,767
Skilled crafts	64,280	60,074	4,206	61,092	57,887	3,205	3,188	2,187	1,001
Service/maintenance	230,066	141,639	88,427	189,107	118,792	70,315	40,959	22,847	18,112
Other employees	23,905	8,969	14,936	16,811	6,089	10,722	7,094	2,880	4,214
Public, total	1,844,067	893,432	950,635	1,226,990	591,822	635,168	617,077	301,610	315,467
Professional staff	1,216,360	670,287	546,073	716,167	406,785	309,382	500,193	263,502	236,691
Executive/administrative/managerial	82,661	51,049	31,612	79,550	49,449	30,101	3,311	1,600	1,711
Faculty (instruction/research)	668,576	401,460	267,116	392,994	258,392	134,602	275,582	143,068	132,514
Instruction/research assistants	173,700	102,987	70,713	NA	NA	NA	173,700	102,987	70,713
Professional (support/service)	291,223	114,791	176,432	243,623	98,944	144,679	47,600	15,847	31,753
Nonprofessional staff	627,707	223,145	404,562	510,823	185,037	325,786	116,884	38,108	78,776
Technical and paraprofessionals	133,553	52,376	81,177	100,894	41,265	59,629	32,659	11,111	21,548
Clerical and secretarial	290,290	31,634	258,656	233,726	19,973	213,753	56,564	11,661	44,903
Skilled crafts	46,668	43,583	3,085	44,506	42,095	2,411	2,162	1,488	674
Service/maintenance	150,771	93,046	57,725	127,322	80,062	47,260	23,449	12,984	10,465
Other employees	6,425	2,506	3,919	4,375	1,642	2,733	2,050	864	1,186
Private, nonprofit	801,071	378,875	422,196	584,623	272,848	311,775	216,448	106,027	110,421
Professional staff	498,665	271,604	227,061	340,714	186,165	154,549	157,951	85,439	72,512
Executive/administrative/managerial	63,908	33,103	30,805	60,845	31,803	29,042	3,063	1,300	1,763
Faculty (instruction/research)	266,615	168,439	98,176	163,532	109,517	54,015	103,083	58,922	44,161
Instruction/research assistants	28,254	16,747	11,507	NA	NA	NA	28,254	16,747	11,507
Professional (support/service)	139,888	53,315	86,573	116,337	44,845	71,492	*	8,470	15,081
Nonprofessional staff	302,406	107,271	195,135	243,909	86,683	157,226	58,497	20,588	37,909
Technical and paraprofessionals	54,179	22,280	31,899	44,584	18,721	25,863	9,595	3,559	6,036
Clerical and secretarial	146,327	19,073	127,254	116,870	12,672	104,198	29,457	6,401	23,056
Skilled crafts	17,379	16,328	1,051	16,463	15,706	757	916	622	294
Service/maintenance	78,106	47,719	30,387	61,249	38,292	22,957	16,857	9,427	7,430
Other employees	6,415	1,871	4,544	4,743	1,292	3,451	1,672	579	1,093
Private, for profit	82,366	33,698	48,668	52,911	20,348	32,563	29,455	13,350	16,105
Professional staff	62,818	26,322	36,496	39,242	15,460	23,782	23,576	10,862	12,714
Executive/administrative/managerial	13,869	5,369	8,500	12,616	4,974	7,642	1,253	395	858
Faculty (instruction/research)	38,098	17,522	20,576	18,560	8,283	10,277	19,538	9,239	10,299
Instruction/research assistants	1,095	773	322	NA	NA	NA	1,095	773	322
Professional (support/service)	9,756	2,658	7,098	8,066	2,203	5,863	1,690	455	1,235
Nonprofessional staff	19,548	7,376	12,172	13,669	4,888	8,781	5,879	2,488	3,391
Technical and paraprofessionals	2,770	1,097	1,673	2,132	857	1,275	638	240	398
Clerical and secretarial	4,291	650	3,641	3,185	352	2,833	1,106	298	808
Skilled crafts	233	163	70	123	86	37	110	77	33
Service/maintenance	1,189	874	315	536	438	98	653	436	217
Other employees	11,065	4,592	6,473	7,693	3,155	4,538	3,372	1,437	1,935

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1993.

Table E-5a. Number of employees in 4-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,124,355	1,035,925	1,088,430	1,538,561	741,981	796,580	585,794	293,944	291,850
Professional staff	1,347,689	757,736	589,953	888,647	506,524	382,123	459,042	251,212	207,830
Executive/administrative/managerial	121,875	69,598	52,277	117,133	67,430	49,703	4,742	2,168	2,574
Faculty (instruction/research)	636,359	416,583	219,776	444,313	308,008	136,305	192,046	108,575	83,471
Instruction/research assistants	200,026	119,213	80,813	NA	NA	NA	200,026	119,213	80,813
Professional (support/service)	389,429	152,342	237,087	327,201	131,086	196,115	62,228	21,256	40,972
Nonprofessional staff	776,666	278,189	498,477	649,914	235,457	414,457	126,752	42,732	84,020
Technical and paraprofessionals	153,538	61,941	91,597	124,336	51,811	72,525	29,202	10,130	19,072
Clerical and secretarial	364,177	42,839	321,338	302,418	29,884	272,534	61,759	12,955	48,804
Skilled crafts	57,578	54,227	3,351	55,182	52,477	2,705	2,396	1,750	646
Service/maintenance	197,032	118,026	79,006	164,618	100,467	64,151	32,414	17,559	14,855
Other employees	4,341	1,156	3,185	3,360	818	2,542	981	338	643
Public, total	1,333,712	659,191	674,521	964,122	472,816	491,306	369,590	186,375	183,215
Professional staff	856,061	487,202	368,859	555,527	323,028	232,499	300,534	164,174	136,360
Executive/administrative/managerial	59,702	37,249	22,453	57,867	36,343	21,524	1,835	906	929
Faculty (instruction/research)	374,113	248,447	125,666	285,497	199,921	85,576	88,616	48,526	40,090
Instruction/research assistants	170,938	101,842	69,096	NA	NA	NA	170,938	101,842	69,096
Professional (support/service)	251,308	99,664	151,644	212,163	86,764	125,399	39,145	12,900	26,245
Nonprofessional staff	477,651	171,989	305,662	408,595	149,788	258,807	69,056	22,201	46,855
Technical and paraprofessionals	99,959	39,713	60,246	80,057	33,101	46,956	19,902	6,612	13,290
Clerical and secretarial	217,601	23,467	194,134	185,434	17,063	168,371	32,167	6,404	25,763
Skilled crafts	40,299	37,989	2,310	38,865	36,917	1,948	1,434	1,072	362
Service/maintenance	119,790	70,819	48,971	104,239	62,707	41,532	15,551	8,112	7,439
Other employees	2	1	1	0	0	0	2	1	1
Private, nonprofit	776,479	369,161	407,318	568,234	266,331	301,903	208,245	102,830	105,415
Professional staff	480,788	264,208	216,580	328,983	181,288	147,695	151,805	82,920	68,885
Executive/administrative/managerial	60,898	31,685	29,213	58,069	30,470	27,599	2,829	1,215	1,614
Faculty (instruction/research)	255,023	163,575	91,448	157,130	106,871	50,259	97,893	56,704	41,189
Instruction/research assistants	28,189	16,727	11,462	NA	NA	NA	28,189	16,727	11,462
Professional (support/service)	136,678	52,221	84,457	113,784	43,947	69,837	22,894	8,274	14,620
Nonprofessional staff	295,691	104,953	190,738	239,251	85,043	154,208	56,440	19,910	36,530
Technical and paraprofessionals	53,024	21,902	31,122	43,855	18,466	25,389	9,169	3,436	5,733
Clerical and secretarial	144,453	18,912	125,541	115,557	12,616	102,941	28,896	6,296	22,600
Skilled crafts	17,193	16,162	1,031	16,295	15,545	750	898	617	281
Service/maintenance	76,694	46,830	29,864	60,195	37,606	22,589	16,499	9,224	7,275
Other employees	4,327	1,147	3,180	3,349	810	2,539	978	337	641
Private, for profit	14,164	7,573	6,591	6,205	2,834	3,371	7,959	4,739	3,220
Professional staff	10,840	6,326	4,514	4,137	2,208	1,929	6,703	4,118	2,585
Executive/administrative/managerial	1,275	664	611	1,197	617	580	78	47	31
Faculty (instruction/research)	7,223	4,561	2,662	1,686	1,216	470	5,537	3,345	2,192
Instruction/research assistants	899	644	255	NA	NA	NA	899	644	255
Professional (support/service)	1,443	457	986	1,254	375	879	189	82	107
Nonprofessional staff	3,324	1,247	2,077	2,068	626	1,442	1,256	621	635
Technical and paraprofessionals	555	326	229	424	244	180	131	82	49
Clerical and secretarial	2,123	460	1,663	1,427	205	1,222	696	255	441
Skilled crafts	86	76	10	22	15	7	64	61	3
Service/maintenance	548	377	171	184	154	30	364	223	141
Other employees	12	8	4	11	8	3	1	0	1

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), " Fall Staff " survey, 1993.

Table E-5b. Number of employees in 2-year postsecondary institutions, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	543,607	247,546	296,061	285,690	128,417	157,273	257,917	119,129	138,788
Professional staff	387,051	194,387	192,664	178,655	91,566	87,089	208,396	102,821	105,575
Executive/administrative/managerial	28,721	16,202	12,519	26,969	15,449	11,520	1,752	753	999
Faculty (instruction/research)	309,958	160,103	149,855	115,822	62,560	53,262	194,136	97,543	96,593
Instruction/research assistants	3,023	1,294	1,729	NA	NA	NA	3,023	1,294	1,729
Professional (support/service)	45,349	16,788	28,561	35,864	13,557	22,307	9,485	3,231	6,254
Nonprofessional staff	156,556	53,159	103,397	107,035	36,851	70,184	49,521	16,308	33,213
Technical and paraprofessionals	34,466	12,846	21,620	21,500	8,448	13,052	12,966	4,398	8,568
Clerical and secretarial	76,317	8,477	67,840	50,994	3,078	47,916	25,323	5,399	19,924
Skilled crafts	6,626	5,804	824	5,849	5,370	479	779	434	345
Service/maintenance	32,994	23,588	9,406	24,464	18,308	6,156	8,530	5,280	3,250
Other employees	6,151	2,444	3,707	4,228	1,647	2,581	1,923	797	1,126
Public, total	496,356	228,131	268,225	254,413	115,542	138,871	241,943	112,589	129,354
Professional staff	351,024	178,798	172,226	155,039	81,280	73,759	195,985	97,518	98,467
Executive/administrative/managerial	22,445	13,389	9,056	21,042	12,741	8,301	1,403	648	755
Faculty (instruction/research)	287,041	149,440	137,601	103,570	56,630	46,940	183,471	92,810	90,661
Instruction/research assistants	2,762	1,145	1,617	NA	NA	NA	2,762	1,145	1,617
Professional (support/service)	38,776	14,824	23,952	30,427	11,909	18,518	8,349	2,915	5,434
Nonprofessional staff	145,332	49,333	95,999	99,374	34,262	65,112	45,958	15,071	30,887
Technical and paraprofessionals	32,531	12,228	20,303	20,209	7,994	12,215	12,322	4,234	8,088
Clerical and secretarial	72,689	8,167	64,522	48,292	2,910	45,382	24,397	5,257	19,140
Skilled crafts	6,369	5,594	775	5,641	5,178	463	728	416	312
Service/maintenance	30,981	22,227	8,754	23,083	17,355	5,728	7,898	4,872	3,026
Other employees	2,762	1,117	1,645	2,149	825	1,324	613	292	321
Private, nonprofit	20,086	7,764	12,322	13,483	5,305	8,178	6,603	2,459	4,144
Professional staff	14,677	5,954	8,723	9,693	3,976	5,717	4,984	1,978	3,006
Executive/administrative/managerial	2,282	1,104	1,178	2,151	1,055	1,096	131	49	82
Faculty (instruction/research)	9,690	3,933	5,757	5,448	2,187	3,261	4,242	1,746	2,496
Instruction/research assistants	65	20	45	NA	NA	NA	65	20	45
Professional (support/service)	2,640	897	1,743	2,094	734	1,360	546	163	383
Nonprofessional staff	5,409	1,810	3,599	3,790	1,329	2,461	1,619	481	1,138
Technical and paraprofessionals	918	285	633	540	180	360	378	105	273
Clerical and secretarial	1,860	158	1,702	1,299	53	1,246	561	105	456
Skilled crafts	186	166	20	168	161	7	18	5	13
Service/maintenance	1,403	886	517	1,045	683	362	358	203	155
Other employees	1,042	315	727	738	252	486	304	63	241
Private, for profit	27,165	11,651	15,514	17,794	7,570	10,224	9,371	4,081	5,290
Professional staff	21,350	9,635	11,715	13,923	6,310	7,613	7,427	3,325	4,102
Executive/administrative/managerial	3,994	1,709	2,285	3,776	1,653	2,123	218	56	162
Faculty (instruction/research)	13,227	6,730	6,497	6,804	3,743	3,061	6,423	2,987	3,436
Instruction/research assistants	196	129	67	NA	NA	NA	196	129	67
Professional (support/service)	3,933	1,067	2,866	3,343	914	2,429	590	153	437
Nonprofessional staff	5,815	2,016	3,799	3,871	1,260	2,611	1,944	756	1,188
Technical and paraprofessionals	1,017	333	684	751	274	477	266	59	207
Clerical and secretarial	1,768	152	1,616	1,403	115	1,288	365	37	328
Skilled crafts	73	44	29	40	31	9	33	13	20
Service/maintenance	610	475	135	336	270	66	274	205	69
Other employees	2,347	1,012	1,335	1,341	570	771	1,006	442	564

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), " Fall Staff " survey, 1993.

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Table E-6. Number of employees in institutions of higher education, by primary occupation and control of institution and by employment status and sex: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,602,612	1,256,037	1,346,575	1,783,510	854,308	929,202	819,102	401,729	417,373
Professional staff	1,687,287	930,933	756,354	1,039,094	586,228	452,866	648,193	344,705	303,488
Executive/administrative/managerial	143,675	82,748	60,927	137,834	80,098	57,736	5,841	2,650	3,191
Faculty (instruction/research)	915,474	561,123	354,351	545,706	363,430	182,276	369,768	197,693	172,075
Instruction/research assistants	202,819	120,384	82,435	NA	NA	NA	202,819	120,384	82,435
Professional (support/service)	425,319	166,678	258,641	355,554	142,700	212,854	69,765	23,978	45,787
Nonprofessional staff	915,325	325,104	590,221	744,416	268,080	476,336	170,909	57,024	113,885
Technical and paraprofessionals	183,987	73,241	110,746	142,846	59,070	83,776	41,141	14,171	26,970
Clerical and secretarial	438,041	50,898	387,143	351,962	32,801	319,161	86,079	18,097	67,982
Skilled crafts	64,065	59,901	4,164	60,926	57,736	3,190	3,139	2,165	974
Service/maintenance	229,232	141,064	88,168	188,682	118,473	70,209	40,550	22,591	17,959
Public, total	1,812,513	878,784	933,729	1,206,420	582,714	623,706	606,093	296,070	310,023
Professional staff	1,193,284	658,896	534,388	701,426	399,754	301,672	491,858	259,142	232,716
Executive/administrative/managerial	81,209	50,051	31,158	77,989	48,506	29,483	3,220	1,545	1,675
Faculty (instruction/research)	650,434	392,047	258,387	382,748	253,187	129,561	267,686	138,860	128,826
Instruction/research assistants	173,678	102,981	70,697	NA	NA	NA	173,678	102,981	70,697
Professional (support/service)	287,963	113,817	174,146	240,689	98,061	142,628	47,274	15,756	31,518
Nonprofessional staff	619,229	219,888	399,341	504,994	182,960	322,034	114,235	36,928	77,307
Technical and paraprofessionals	131,651	51,646	80,005	99,589	40,851	58,738	32,062	10,795	21,267
Clerical and secretarial	290,152	31,625	258,527	233,590	19,964	213,626	56,562	11,661	44,901
Skilled crafts	46,662	43,578	3,084	44,500	42,090	2,410	2,162	1,488	674
Service/maintenance	150,764	93,039	57,725	127,315	80,055	47,260	23,449	12,984	10,465
Private, nonprofit	766,723	366,217	400,506	562,952	265,431	297,521	203,771	100,786	102,985
Professional staff	476,257	262,719	213,538	327,463	181,337	146,126	148,794	81,382	67,412
Executive/administrative/managerial	59,867	31,387	28,480	57,294	30,300	26,994	2,573	1,087	1,486
Faculty (instruction/research)	254,130	162,724	91,406	158,059	107,168	50,891	96,071	55,556	40,515
Instruction/research assistants	28,065	16,640	11,425	NA	NA	NA	28,065	16,640	11,425
Professional (support/service)	134,195	51,968	82,227	112,110	43,869	68,241	22,085	8,099	13,986
Nonprofessional staff	290,466	103,498	186,968	235,489	84,094	151,395	54,977	19,404	35,573
Technical and paraprofessionals	51,294	21,261	30,033	42,454	17,950	24,504	8,840	3,311	5,529
Clerical and secretarial	144,656	18,886	125,770	115,865	12,578	103,287	28,791	6,308	22,483
Skilled crafts	17,184	16,167	1,017	16,314	15,565	749	870	602	268
Service/maintenance	77,332	47,184	30,148	60,856	38,001	22,855	16,476	9,183	7,293
Private, for profit	23,376	11,036	12,340	14,138	6,163	7,975	9,238	4,873	4,365
Professional staff	17,746	9,318	8,428	10,205	5,137	5,068	7,541	4,181	3,360
Executive/administrative/managerial	2,599	1,310	1,289	2,551	1,292	1,259	48	18	30
Faculty (instruction/research)	10,910	6,352	4,558	4,899	3,075	1,824	6,011	3,277	2,734
Instruction/research assistants	1,076	763	313	NA	NA	NA	1,076	763	313
Professional (support/service)	3,161	893	2,268	2,755	770	1,985	406	123	283
Nonprofessional staff	5,630	1,718	3,912	3,933	1,026	2,907	1,697	692	1,005
Technical and paraprofessionals	1,042	334	708	803	269	534	239	65	174
Clerical and secretarial	3,233	387	2,846	2,507	259	2,248	726	128	598
Skilled crafts	219	156	63	112	81	31	107	75	32
Service/maintenance	1,136	841	295	511	417	94	625	424	201

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Appendix F

Survey Questionnaire

OMB No. 1850-0582: Approval Expires 04/30/98

FORM **IPEDS-S**
(6-1-95)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

FALL STAFF SURVEY 1995

NOTE - The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S. C. 1094(a)(17).

This report is also mandated by P.L. 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972 (29 CFR 1602, subparts O, P, and Q).

The collection and reporting of racial/ethnic data on the Fall Staff survey are **MANDATORY** for all institutions which receive, are applicants for, or expect to be applicants for Federal financial assistance as defined in the Department of Education (ED) regulations implementing Title VI of the Civil Rights Act of 1964 (34 CFR 100.13).

For those institutions not required to submit racial/ethnic data on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103-382, National Education Statistics Act of 1994, Sec. 404(a).

***Please read** the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

Please correct any errors in the name, address, and ZIP code.

If there are any questions about this form, contact a Bureau of Census IPEDS representative at (800) 622-6193 or FAX number (301) 457-1542.

RETURN TO

Date due: November 15, 1995

1. Name of respondent	2. Title of respondent	3. Telephone (*Area code, number, ext.*)

PURPOSE OF THE SURVEY

The National Center for Education Statistics (NCES), collects these data biennially to obtain and report a comprehensive picture of staff in institutions of postsecondary education, by their full-time or part-time status and by the type of work they do. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States. . .", (P.L. 103-382, National Education Statistics Act of 1994, Sec 404 (a)).

USES OF DATA

Collection of these data over a period of time will produce insights into the use of full-time and part-time faculty and staff in postsecondary education. It will also allow comparisons of staffing patterns by institutional type and control and will permit analysis of the relationship between financial resources and staff resources.

CERTIFICATION—I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

4. Name *(Type or print)*	5. Title	6 Telephone (*Area code, number, ext.*)

7. Signature	8. Date

Changes from the 1994 form for
1995 Fall Staff Survey

- **Part A, Full-Time Faculty (Instruction/Research/Public Service) Employees by Racial/Ethnic category, Sex, Contract Length and Salary Class Intervals**

  Sections 1 and 3; salary class intervals have been revised, affecting:

  Lines 1 - 9

  Lines 12 - 20

- **Part B, All Other Full-Time Employees by Racial/Ethnic Category, Sex, Primary Occupational Activity and Salary Class Interval**

  Sections 1, 2, 3, and 5; salary class intervals have been revised, affecting:

  Lines 23 - 31

  Lines 33 - 41

  Lines 43 - 48

  Lines 57 - 62

  Line numbers have been revised to accommodate changes in salary class intervals.

- **Part C, All Other Full-Time Employees by Racial/Ethnic Category, Sex, Primary Occupational Activity**

  New Part C, "All Other Full-Time Employees By Racial/Ethnic Category, Sex, and Primary Occupational Activity" has been added to obtain additional information similar to the EEO-6 survey. Instructions have also been added for new Part C.

  Prior survey Part C data has been moved to Part D.

- **Part E, Contracted or Donated Services**

  This item has been modified to measure the extent of these services utilized by the institution.

- **Part F, Tenure of Full-Time Faculty (Instruction/Research/Public Service) by Racial/Ethnic Category, Sex and Academic Rank**

  Lines 91, 98 and 105, "No Academic Rank" have been revised to "Other Faculty" defined as "institutions without standard academic ranks".

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

(PEDS-S(F) (8-95)

COMPLIANCE REQUIREMENTS

The Office for Civil Rights (OCR) and the National Center for Education Statistics (NCES), with the approval of the office of Management and Budget, cooperate in the collection of racial/ethnic information from all postsecondary institutions for the Fall Staff survey. Section 100.6(b) of the regulations implementing Title VI of the Civil Rights Act of 1964, set forth below, and similar provisions of the Title VI regulations of other Federal agencies, authorize collection of this information.

> 100.6(b) **Compliance Reports**—Each recipient shall keep records and submit to the responsible Department official or his designee timely, complete and accurate compliance reports at such times and in such form and containing such information as the responsible Department official or his designee may determine to be necessary to enable him to ascertain whether the recipient has complied or is complying with this part. For example, recipients should have available for the Department racial and ethnic data showing the extent to which members of minority groups are beneficiaries of and participants in federally-assisted programs. In the case of any program under which a primary recipient extends Federal financial assistance to any other recipient, such other recipient shall also submit such compliance reports to the primary recipient as may be necessary to enable the primary recipient to carry out its obligations under this part.

The time required to complete this information is estimated to vary from 1.0 hour to 10.0 hours per respnse, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. **If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to:** U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. **If you have any comments or concerns regarding the status of *your individual submission* of this form, write directly to:**

National Center for Education Statistics/IPEDS
U.S. Department of Educaiton
555 New Jersey Avenue, NW
Washington, DC 20208-5652

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

DO NOT RETURN INSTRUCTIONS

COMBINED DATA FOR MORE THAN ONE INSTITUTION OR BRANCH

S

NOTE: If the instituition or administrative unit named on this report is including Fall Staff survey data for other institutions or branches in this report, list the following information for the additional institutions or branches.

If information has been preprinted (based on last year's report) — *Verify that the information is correct for the current year. Please make any corrections in RED.*

UNITID	Institution name	Address	City	State	Zip Code

Notes *(Reference part, line, and column)*

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Part A — FULL-TIME FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE) EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, CONTRACT LENGTH AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College Work-Study Program)

Employees on the payroll of the Institution as of October 1, 1995

Line No.	Employees by contract length and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
1	1. 9/10 month salary contracts Below $25,000																
2	$25,000-29,999																
3	30,000-34,999																
4	35,000-39,999																
5	40,000-44,999																
6	45,000-54,999																
7	55,000-64,999																
8	65,000-74,999																
9	75,000 and above																
10	TOTAL 9/10 MONTH SALARY CONTRACTS *(Sum of lines 1-9)*																
11	2. Less than 9/10 month salary contracts																
12	3. 11/12 month salary contracts Below $25,000																
13	$25,000-29,999																
14	30,000-34,999																
15	35,000-39,999																
16	40,000-44,999																
17	45,000-54,999																
18	55,000-64,999																
19	65,000-74,999																
20	75,000 and above																
21	TOTAL 11/12 MONTH SALARY CONTRACTS *(Sum of lines 12-20)*																
22	4. PART A TOTAL *(Sum of lines 10+11+12)* (Same as line 107)																

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Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College Work-Study Program)

Employees on the payroll of the institution as of October 1, 1995

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
23	1. Executive/Administrative, and managerial Below $25,000																
24	$25,000-29,999																
25	30,000-34,999																
26	35,000-39,999																
27	40,000-44,999																
28	45,000-54,999																
29	55,000-64,999																
30	65,000-74,999																
31	75,000 and above																
32	TOTAL EXECUTIVE/ ADMINISTRATIVE AND MANAGERIAL *(Sum of lines 23-31)*																
33	2. Other professionals (Support/Service) Below $25,000																
34	$25,000-29,999																
35	30,000-34,999																
36	35,000-39,999																
37	40,000-44,999																
38	45,000-54,999																
39	55,000-64,999																
40	65,000-74,999																
41	75,000 and above																
42	TOTAL OTHER PROFESSIONALS (SUPPORT/SERVICE) *(Sum of lines 33-41)*																

Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College Work-Study Program) -Continued

Employees on the payroll of the institution as of October 1, 1995

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	3. Technical and paraprofessionals																
43	Below $16,000																
44	$16,000-19,999																
45	20,000-24,999																
46	25,000-29,999																
47	30,000-34,999																
48	35,000 and above																
49	**TOTAL TECHNICAL AND PARAPROFESSIONALS** *(Sum of lines 43-48)*																
	4. Clerical and secretarial																
50	Below $12,000																
51	$12,000-15,999																
52	16,000-19,999																
53	20,000-24,999																
54	25,000-29,999																
55	30,000 and above																
56	**TOTAL CLERICAL AND SECRETARIAL** *(Sum of lines 50-55)*																

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Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College Work-Study Program)—Continued

Employees on the payroll of the institution as of October 1, 1995

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	5. Skilled crafts																
57	Below $16,000																
58	$16,000-19,999																
59	20,000-24,999																
60	25,000-29,999																
61	30,000-34,999																
62	35,000 and above																
63	**TOTAL SKILLED CRAFTS** *(Sum of lines 57-62)*																
	6. Service/Maintenance																
64	Below $12,000																
65	$12,000-15,999																
66	16,000-19,999																
67	20,000-24,999																
68	25,000-29,999																
69	30,000 and above																
70	**TOTAL SERVICE/ MAINTENANCE** *(Sum of lines 64-69)*																
71	**7. PART B TOTAL** *(Sum of lines 32+42+49+56+63+70)*																
72	**GRAND TOTAL ALL FULL-TIME EMPLOYEES** *(Sum of lines 22+71)*																

Part C — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, AND PRIMARY OCCUPATIONAL ACTIVITY

S

(Exclude casual employees or students in the College Work-Study Program)

Employees on the payroll of the Institution as of October 1, 1995

Line No.	Employees by primary occupational activity	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
		ADDITIONAL INFORMATION (FULL-TIME STAFF ONLY)															
73	Executive, administrative, and managerial personnel with academic rank and/or tenure																
74	Full-time staff paid in full from "soft money" sources																
75	Nonresident aliens (included in line 22)																

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Part D — PART-TIME EMPLOYEES BY RACIAL/ETHNIC CATEGORY, SEX, AND PRIMARY OCCUPATIONAL ACTIVITY

S

(Exclude casual employees or students in the College Work-Study Program)

Employees on the payroll of the institution as of October 1, 1995

Line No.	Employees by primary occupational activity	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
76	**PART-TIME EMPLOYEES** Executive, administrative, and managerial																
77	Faculty (Instruction/ Research/Public Service)																
78	Instruction/Research assistants																
79	Other professionals (Support/Service)																
80	Technical and paraprofessionals																
81	Clerical and secretarial																
82	Skilled crafts																
83	Service/Maintenance																
84	**TOTAL PART-TIME EMPLOYEES** *(Sum of lines 76-83)*																
85	**GRAND TOTAL ALL EMPLOYEES** *(Sum of lines 72 and 84)*																

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Part E—CONTRACTED OR DONATED SERVICES

S

This part requests information on any services that are contracted for by the institution or donated to the institution, whether or not they were provided in part by employees reported in Parts A, B, and D.

Report the number of full- and part-time individuals who are contracting with outside firms or donating services, by occupational activity.

☐ *Mark (X) if no services are contracted or donated and SKIP to Part F.*

Enter "0" in both columns if there are no contracted or donated services in that occupational activity category.

Line No.	Occupational activity	Full-time	Part-time
01	Executive/administrative and managerial		
02	Faculty (instruction, research, public service)		
03	Other professionals		
04	Technical/paraprofessionals		
05	Clerical and secretarial		
06	Skilled crafts		
07	Service/maintenance		
08	**Total contracted and donated services** (*Sum of lines 01-07*)		

Remarks

Part F —TENURE OF FULL-TIME FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE) BY RACIAL/ETHNIC CATEGORY, SEX AND ACADEMIC RANK

S

(Include only those employees reported in "Faculty", line 22, part A.)

Employees on the payroll of the institution as of October 1, 1995

Line No.	Faculty by tenure and academic rank	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
86	1. Faculty with tenure Professors						OMIT IF NO EXISTING TENURE PROGRAM										
87	Associate professors																
88	Assistant professors																
89	Instructors																
90	Lecturers																
91	Other faculty*																
92	TOTAL FACULTY WITH TENURE *(Sum of lines 86-91)*																
93	2. Non-tenured faculty (Those on tenure track) Professors						OMIT IF NO EXISTING TENURE PROGRAM										
94	Associate professors																
95	Assistant professors																
96	Instructors																
97	Lecturers																
98	Other faculty*																
99	TOTAL NON-TENURED FACULTY (Those on tenure track) *(Sum of lines 93-98)*																
100	3. Non-tenured faculty (Those not on tenure track) Professors						COMPLETE FOR ALL FACULTY NOT IN A TENURE PROGRAM										
101	Associate professors																
102	Assistant professors																
103	Instructors																
104	Lecturers																
105	Other faculty*																
106	TOTAL NON-TENURED FACULTY (Those not on tenure track) (Sum of lines 100-105)																
107	TOTAL FACULTY *(Sum of lines 92+99+106)* (Same as line 22)																

*Institutions without standard academic ranks should report full-time faculty here.

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Part G —NEW HIRES BY RACIAL/ETHNIC CATEGORY, SEX, PRIMARY OCCUPATIONAL ACTIVITY

Line No.	Employees by primary occupational activity	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	NEW HIRES (Full-time between 1 July and 30 Sept.) ☐ Mark (X) if no new hires																
108	Executive, administrative, and managerial						PERMANENT FULL TIME ONLY										
109	Faculty a. Tenured																
110	b. Non-tenured on track																
111	c. Non-tenured not on track																
112	Other professionals (Support/Service)																
113	Technical and paraprofessional																
114	Clerical and secretarial																
115	Skilled crafts																
116	Service/Maintenance																
117	**TOTAL** *(Sum of lines 108-116))*																

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GENERAL INSTRUCTIONS—S

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report, make any necessary corrections to the preprinted address information. Also, enter the name, title, area code, and telephone number of the person responsible for completing the report.

PERIOD OF REPORT

All persons on the payroll of the institution as of October 1, 1995 are to be included in this report.

PARTS A, B, C, AND D— FULL-TIME FACULTY, ALL OTHER FULL-TIME EMPLOYEES, ADDITIONAL INFORMATION (FULL-TIME STAFF ONLY), AND PART-TIME EMPLOYEES BY RACIAL/ ETHNIC CATEGORY, SEX AND PRIMARY OCCUPATIONAL ACTIVITY

CATEGORIZATION OF EMPLOYEES BY ATTENDANCE STATUS

In reporting employees, the following apply —

Report in columns 1-16 men and women by their full-time/part-time status of October 1 of this year. This status is to be determined by the institution. The attached definitions should assist in clarifying full-time/part-time status. Persons whose services are contracted by or donated to the institution should be reported only in Part E.

Each employee must be accounted for in only one of the occupational activity categories in Part A, lines 1—22 (full-time faculty), Part B, lines 23—71 (all other full-time an employees), or Part D, lines76—85 (part-time employees). If an employee is engaged in two or more separate activities, the employee should be reported according to his or her primary activity. The institution should determine what constitutes the primary activity.

Employees at off-campus centers associated with the campus covered by this report should also be reported.

Hospitals, medical centers, and other institutions which offer postsecondary education programs as only one of their primary missions should report ONLY staff who work full-time or part-time in the postsecondary education division or component of the instittuion. If an employee works full-time for the institution but only part-time in the postsecondary education division or component, for purposes of this survey that employee should be reported as part-time in his or her primary occupational activity in the post secondary education division or component.

The following instructions will assist in the assignment of employees to primary occupational activity categories.

- **Executive, Administrative, and Managerial**

  Report all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Report in this category all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative.

  NOTE—Supervisors of professional employees are included here, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported within the specific categories of the personnel they supervise.

  - *Full-time employees report in Part B on lines 23-32.*
  - *Part-time employees report in Part D on line 76.*

- **Faculty (Instruction/Research/Public Service)**

  Report all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. If their principal activity is instructional, report in this category deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent). Do not include student teachers or research assistant here, but report them on line 78 (part-time).

  Librarians and counselors are normally reported in the Other professionals category; however, some institutions treat them like faculty. If they are reported as faculty, the institution must also report them by tenure and academic rank (Part F).

  Report adjunct faculty employed on a part-time basis or on a full-time basis (if they were employed the full year) in the primary occupational for which they were hired.

  - *Full-time employees report in Part A.*
  - *Part-time employees report in Part D on line 77.*

- **Instruction/Research Assistants**

  Report all students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct or research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Exclude any student in the College Work-Study Program. Employees hired on a full-time basis (not students) are to be reported as "other professionals."

  - *Part-time employees report on line 78.*

- **Other Professionals (Support/Service)**

  Report all persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Include employees such as librarians, accountants, systems analysts, and coaches.

  - Full-time employees report in Part B on lines 33-42.
  - Part-time employees report in Part D on line 79.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

PARTS A, B, C, AND D—FULL-TIME FACULTY, ALL OTHER FULL-TIME EMPLOYEES, ADDITIONAL INFORMATION (FULL-TIME STAFF ONLY), AND PART-TIME EMPLOYEES BY RACIAL/ ETHNIC CATEGORY, SEX AND PRIMARY OCCUPATIONAL ACTIVITY–Continued

- **Technical and Paraprofessionals**

  Report all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Include computer programmers (with less than a bachelor's degree) and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational activity categories which are institutionally defined as technical assignments.

  Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience than normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

  - *Full-time employees report in Part B on lines 43-49.*
  - *Part-time employees report in Part D on line 80.*

- **Clerical and Secretarial**

  Report all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, payroll clerks, etc. Include also sales clerks such as those employed full-time in the bookstore and library clerks who are not recognized as librarians.

  - *Full-time employees report in Part B on lines 50-56.*
  - *Part-time employees report in Part D on line 81.*

- **Skilled Crafts**

  Report all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and type-setters.

  - *Full-time employees report in Part B on lines 57-63.*
  - *Part-time employees report in Part D on line 82.*

- **Service/Maintenance**

  Report all persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry, and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and security personnel.

  - *Full-time employees report in Part B on lines 64-70.*
  - *Part-time employees report in Part D on line 83.*

PART C — ADDITIONAL INFORMATION (FULL-TIME STAFF ONLY)

- **Persons with Academic Rank and/or Tenure**

  Report on line 73 the number of full-time staff members included in **Executive/Administrative/Managerial** Activities (Part B, line 32) who, although their principle work is within that activity, also hold an academic rank and/or have tenure status within the institution.

- **Full-time Staff Paid in Full from "Soft Money" Source**

  Report on line 74 the number of persons on the institution's payroll, employed full-time, who are paid in full from funds, traditionally referred to as "Soft Money," *that are not part of the general operating fund budget for the institution.* These funds may be from government agencies or private foundations for programs involving public services; research; capital improvements; administration of student-aid programs for grants, work aid, or loans; and other miscellaneous services.

Do not include tenured faculty members in this category even if they are paid from "Soft Money" sources.

- **Nonresident Aliens**

  Report on line 75 the sex and racial/ethnic category of faculty members who are reported as nonresident aliens employed full time in Part A, line 22, columns 1 and 2. If no nonresident alien faculty are reported in Part A, do not report data on this line.

CLASSIFICATION OF EMPLOYEES BY RACIAL/ETHNIC CATEGORY AND SEX

Method of Collection—The manner of collection of the racial/ethnic information is left to the discretion of the institution provided that the system which is established results in reasonably accurate data, which may be replicated by others when the same documented system is utilized. An employer may acquire the racial/ethnic information necessary for this section either by visual survey of the work force or from post-employment records.

Race/Ethnicity. Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. Racial/ethnic designations are requested only for United States citizens, resident aliens, and other eligible non-citizens (*See definitions below.*).

Racial/ethnic descriptions—Racial/ethnic designations used in this survey do not denote scientific definitions of anthropological origins. The categories are:

- **Black, non-Hispanic**—A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).
- **American Indian or Alaskan Native**—A person having origins in any of the original peoples of North American or who maintains cultural identification through tribal affiliation or community recognition.

- **Asian or Pacific Islander**—A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.
- **Hispanic**—A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **White, non-Hispanic**—A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

Other descriptive categories

- **Nonresident alien**—A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

  NOTE — Nonresident aliens are to be reported separately, in the columns provided, rather than included in any of the five racial/ethnic categories described above.

  Resident aliens and other eligible (for financial aid purposes) non-citizens who are not citizens or nationals of the United States but who have been admitted as legal immigrants for the purpose of obtaining permanent resident alien status (and who hold either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that coveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolle or Cuban-Haitian) are to be reported in the appropriate racial/ethnic categories along with United States citizens.
- **Race/ethnicity unknown** — This category is used ONLY if the employee did not select a racial/ethnic designation, AND the postsecondary institution finds it impossible to place the employee in one of the aforementioned racial/ethnic categories.

In columns 15 and 16, report the grand total of all staff employed in your institution regardless of race/ethnicity or citizenship.

PART E — CONTRACTED OR DONATED SERVICES

If the institution contracts with outside firms for services, either in whole or in part, or receives donated services in whole or in part, (for example, volunteers, services provided by the Systems Office for which the branch is not charged) that would otherwise be provided by paid employees, report the number of full- and part-time individuals who are replacing employees of the institution, by occupational activity. Mark (X) in the box provided if the institution has no contracted or donated services. Under each occupational activity, enter "0" in both columns if there are no contracted or donated services in that occupatioonal activity category.

PART F — TENURE OF FULL-TIME INSTRUCTIONAL FACULTY BY RACIAL/ETHNIC CATEGORY, SEX AND ACADEMIC RANK

Report in this section only persons who are members of the faculty who were also reported in Part A. Count an employee only once by tenure status. Line 107, columns 15 and 16 of this section must equal the sum of all faculty members reported in Part A (line 22, columns 15 and 16).

A. Tenured

Report by sex and racial/ethnic designation the number of faculty who have tenure status within the institution in each of the academic ranks shown on lines 86 through 91. Total employees on line 92.

In reporting the number of faculty with academic rank and tenure, use the institution's criteria or requirements for either, notwithstanding the fact that the policy used by the institution may be different from that which meets or refers to a national set of principles.

B. Non-tenured on track

Report by sex and racial/ethnic designation the number of faculty who are non-tenured but are in positions which lead to consideration for tenure in each of the academic ranks shown on lines 93 through 98. Total employees on line 99.

C. Non-tenured not on track

Report by sex and racial/ethnic designation the number of faculty who are in non-tenure earning positions in each of the academic ranks or their equivalents shown on lines 100 through 105. Total employees on line 106. Line 107 of this section must equal the sum of all faculty members reported in Part F (lines 92, 99 and 106).

PART G — NEW HIRES BY RACIAL/ETHNIC CATEGORY, SEX AND PRIMARY OCCUPATIONAL ACTIVITY

Report on lines 108 through 116 the number of full-time permanent employees in the respective activities who were included in the payroll for the first time between July 1 and September 30 of the survey year, and who also are included in Parts A, B, and C (full-time). These are persons who were hired for full-time permanent employment for the fist time or after a break in service. **Do not** include as new hires persons who have returned from sabbatical leave or full-time faculty with less than 9-10 month contracts. Report employment for the newly hired full-time faculty separately by Tenured, Non-tenured on track, and Non-tenured not on track.

Report total New Hires on line 117. **If you had no new hires during the specified period, mark (X) the box designating no new hires.**

GLOSSARY
FALL STAFF SURVEY — S

ADJUNCT FACULTY—A faculty position where one has an occasional or temporary affiliation with an institution or another faculty member in performing a duty or service in an auxiliary capacity.

CONTRACTED SERVICES—Services obtained through contracts with outside agencies which would normally be provided by paid employees.

DONATED (CONTRIBUTED) SERVICES—Services provided by volunteers, members of religious orders, or by the Central or System office of an institution for which there is no charge to the campus but that would otherwise be provided by employees paid by the campus.

FULL-TIME STAFF—Persons on the payroll of the institution (or reporting unit) and classified by the institution as full time. Includes faculty on sabbatical leave and persons who are on leave but remain on the payroll.

LESS THAN 9/10-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for less than 2 semesters, 3 quarters, 2 trimesters, or 2 4-month sessions.

PART-TIME STAFF—Persons on the payroll of the institution (or reporting unit) and classified by the institution as part-time. Students in the College Work-Study Program or casual employees (e.g., persons who are hired to help at registration time or to work in the bookstore for a day or two at the start of a session) are not considered part-time staff.

POSTSECONDARY EDUCATION INSTITUTION—An institution which has its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education, and excludes avocational and adult basic education programs.

TENURE—Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK—Positions that lead to consideration for tenure.

9/10-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

Part E - NUMBER OF PERSONS EMPLOYED BY POSTSECONDARY EDUCATION INSTITUTIONS -- AS OF OCTOBER 1, 1995

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(Collected in odd-numbered years only)

(Exclude casual employees or students in College Work-Study Program.)

☐ *Mark (X) if all services are contracted or donated to the institution.*

Line No.	Employees as of October 1, 1995 by primary occupational activity	Number of employees			
		Full-time		Part-time	
		Men (1)	Women (2)	Men (3)	Women (4)
01	Executive, administrative, and managerial				
02	Faculty (Instruction/Research/Public Service)				
03	Instruction/research assistants				
04	Other professionals (Support/Service)				
05	Technical and paraprofessionals				
06	Clerical and secretarial				
07	Skilled crafts				
08	Service/Maintenance				
09	GRAND TOTAL ALL EMPLOYEES *(Sum of lines 01 through 08)*				

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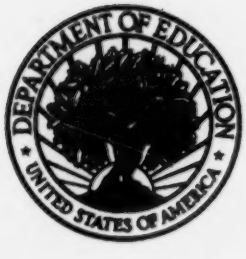

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